



SASOL LIMITED

INTEGRATED AND SUSTAINABILITY REPORTS

for the year ended 30 June 2026

IR

SR

**BUILDING CREDIBILITY
THROUGH PERFORMANCE**

INTRODUCTION TO SASOL

Sasol is a global energy and chemicals company. Sasol harnesses its knowledge and expertise to integrate technologies and processes into world-scale operating facilities. The organisation strives to safely and sustainably source, produce and market a range of high-quality products globally, creating value for all its stakeholders.

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THEME OF SASOL'S INTEGRATED REPORT

Building credibility through performance is central to Sasol's focus on safely delivering today while shaping a more resilient, competitive and sustainable future.

Guided by its strategic priorities, Sasol is strengthening its foundation business, driving operational excellence and disciplined execution, and pursuing growth and transformation opportunities.

By translating strategy into measurable performance across social, economic and environmental priorities, Sasol strengthens trust with stakeholders and reinforces confidence in its ability to deliver.

Through disciplined delivery, safe operations and transparent progress, Sasol is positioning the business for a stronger future.

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WELCOME TO SASOL'S INTEGRATED REPORT

Sasol's Integrated Report (IR) is the primary annual communication prepared for providers of capital and other key stakeholders. It provides a view of the company's strategic progress during the year and ambitions for the immediate future. It is informed by integrated thinking, with consideration given to the relationships between Sasol's portfolios and business support. Sasol considers how the six capitals interact and impacts on its material matters and strategic delivery.

➤ For more detail regarding the six capitals refer to pages 33 – 35 and Material Matters pages 15 – 17

Sasol's suite of reports

The report enables Sasol to demonstrate how it preserves and creates value for stakeholders over the short-, medium-, and long-term. It also outlines the company's key risks and opportunities. The IR presents the activities of the organisation in a concise manner with more detailed information available in Sasol's suite of reports (listed below).



Sasol's Integrated Report is supported by additional content-specific reports.

The IR for the period 1 July 2025 to 30 June 2026 includes environmental and sustainability information that is considered material to the Sasol group of companies (Group). This enables us to prepare for progressive incorporation of the new global reporting requirements. The IR also includes the FY26 Remuneration Report.

www ➤ Supplementary and more comprehensive information is available on our website: www.sasol.com

SR Sustainability reporting

Presents Group ESG metrics, covering climate change, environmental, some elements of governance and social performance.

➤ Refer to pages 87 – 146

REM Remuneration report

Details the compensation and benefits allocated to employees, executive management, and directors, ensuring alignment with organisational performance and strategic goals.

➤ Refer to pages 148 – 183

AFS Annual financial statements – AFS

Contains complete details of the Group's financial results and position. Sasol's financial reporting suite includes results presentations and announcements, analysts book, quarterly production and sales metrics and tax principles.

SSR Sasol in society report

Demonstrates our commitment to delivering social value, with investments that support local communities and key stakeholders.

20-F US regulatory reporting – Form 20-F

Presents our annual report filed with the United States Securities and Exchange Commission (SEC), pursuant to the New York Stock Exchange (NYSE) listing.

www ➤ AFS, SSR and 20-F are separate disclosures that can be accessed: www.sasol.com

Forward looking statements

Sasol may, in this document, make certain statements that are not historical facts and relate to analyses and other information which are based on forecasts of future results and estimates of amounts not yet determinable. These statements may also relate to the future prospects, expectations, developments, and business strategies.

➤ Refer to page 188

Sasol's suite of reports is informed by, among others, the following standards and initiatives. We have sought alignment with key reporting expectations and compliance with all relevant legal requirements.

	IR	AFS	20-F
The Integrated Reporting Framework*	☒	☐	☐
South African Companies Act 71 of 2008, as amended	☒	☒	☐
JSE Limited (JSE) Listings Requirements	☒	☒	☐
JSE Sustainability and Climate Disclosures Guidelines	☒	☐	☐
King V Report on Corporate Governance™ for South Africa, 2025	☒	☒	☐
International Financial Reporting Standards (IFRS)	☒	☒	☒
Global Reporting Initiative Sustainability Reporting Standards	☒	☐	☐
International Sustainability Standards Board**	☒	☐	☐
United Nations Advanced Reporting Criteria and Sustainable Development Goals	☒	☐	☐
United States Securities and Exchange Commission (SEC) rules and regulations	☐	☐	☒
Sarbanes-Oxley Act of 2002	☐	☐	☒
Global tax regulations and principles	☒	☒	☒

* Financial data extracted from Annual Financial Statements and complies with IFRS

** Working towards alignment

INTEGRATED THINKING AT SASOL

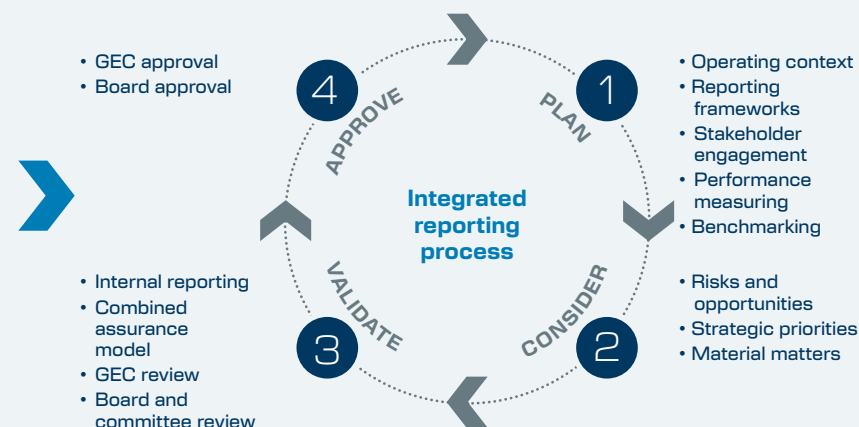
The FY26 report reflects Sasol's integrated thinking by outlining how stakeholder considerations and key resources are applied across the organisation. It also demonstrates Sasol's ongoing progress in embedding integrated thinking into reporting practices and decision-making to support long-term value creation.

Integrated reporting process

Sasol's integrated reporting enables concise and cohesive communication supported by facts, imparting meaningful and consistent information. The IR is prepared following a group-wide content-gathering process.

Sasol benchmarks its process against relevant reporting standards and frameworks, conducts regular risk and opportunity assessments, analyses the operating context, and identifies and addresses key material matters using the double materiality approach through periodic full assessments. ➤ For more details on material matters refer to page 15 – 17

The relevant information is compiled and validated through Sasol's internal reporting and Combined Assurance Model, and is reviewed and approved by our Group Executive Committee (GEC) and Sasol Limited Board of Directors (the Board). This reporting approach strengthens internal reporting systems, supports integrated thinking, informs strategic objectives, and shapes the organisation's commitment to value preservation and creation.



Reporting boundary and scope

Period

Produced and published annually and covers Sasol's financial year 1 July 2025 to 30 June 2026. Any subsequent material events up to the Board approval date in September 2026 are also included.

Boundary

Report on the primary activities of the Group, Sasol Limited and its subsidiaries, joint ventures (JVs) and other investments where we have financial control and significant influence.

Audience and key stakeholders

This IR aims to address the information needs of stakeholders interested in Sasol's overall performance and the company's ability to create, preserve and/or enhance value over the short-, medium-, and long-term, taking into account risks and opportunities.

Integrity

The Board, with the support of its Committees:

- Ensures the integrity of Sasol's integrated reporting process
- Considers and concludes on management's evaluation of the effectiveness of the disclosure controls and procedures through the evolving Combined Assurance Model and internal control framework and assessment
- Gives final approval for publication after the relevant audit and assurance processes

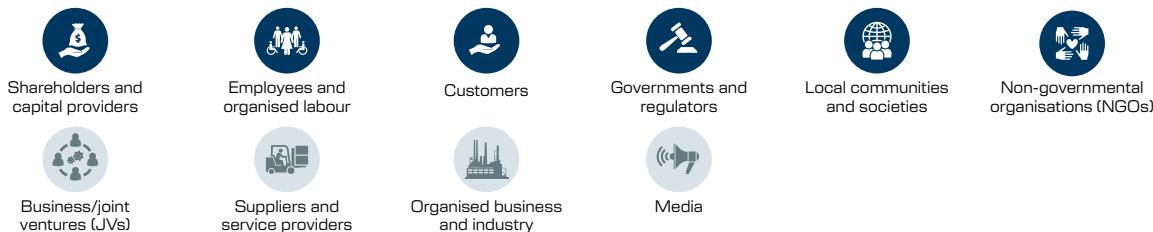
Directors' review and approval of the Integrated Report

The Board is ultimately responsible for ensuring the integrity of Sasol's annual reports. The report is prepared under the supervision of management and subject to a rigorous internal and external review process. The IR is submitted to the Safety, Social and Ethics Committee (SSEC) and the Audit Committee (AC), which reviews its content and the collation process, relying on the evolving Combined Assurance Model and internal control framework and assessment provided on the various reporting elements. The two Committees recommended the report for Board approval. This report and its publication was approved on 1 September 2026.

Board review and approval

MURIEL DUBE Independent non-Executive Director and Chairman of the Board	SIMON BALOYI Executive Director and President and Chief Executive Officer	WALT BRUNS Executive Director and Chief Financial Officer
VUYO KAHLA Executive Director and Executive vice President, Commercial and Legal	DAVID EYTON Independent non-Executive Director	MANUEL CUAMBE Independent non-Executive Director
MARTINA FLÖEL Independent non-Executive Director and Lead Independent Director	RHIDWAAN GASANT Independent non-Executive Director	STANLEY SUBRAMONEY Independent non-Executive Director
TRIX KENNEALY Independent non-Executive Director	XIKONGOMOLO MALULEKE Independent non-Executive Director	

Key stakeholders



Timelines

As global best practice reporting guidelines aim to enable improved decision-making and better align financial and non-financial disclosure, it is important to distinguish between financial and non-financial time horizons.

Financial	Current	Non-current (1+)		
Non-financial	Short-term (0 – 2 years)	Medium-term (2 – 5 years)	Long-term (5+ yrs)	

INTEGRATED THINKING AT SASOL CONTINUED

How the integrated thinking principles support value creation

Integrated reporting brings together the material features of the company's strategy, governance, performance, risks, opportunities, outcomes and outlook. This report aims to articulate Sasol's narrative of value creation, preservation, or erosion through the lens of the six capitals, demonstrating their relevance to all our stakeholders. The Group strategic objectives and priorities focus on delivery as it transforms the business and brings it to its full potential.



Capitals

- FC FINANCIAL CAPITAL (FC):** Disciplined management of cash generated by our operational activities, sales to customers, divestments, debt and equity financing, which are key to maintaining and transforming the business and rewarding stakeholders.
- HC HUMAN CAPITAL (HC):** Sasol's diverse, high-performing and innovative employees have the appropriate skills and experience to support its values-driven culture. This supports value preservation and creation.
- NC NATURAL CAPITAL (NC):** The direct use of renewable and non-renewable resources, which are fundamental to the business as Sasol converts natural resources into value-adding product streams.
- MC MANUFACTURED CAPITAL (MC):** Sasol's fixed assets – including property, plants, equipment, and digital assets – are core enablers of the production and delivery of product streams, supporting the creation and preservation of shared value.
- SC SOCIAL CAPITAL (SC):** Sasol's contribution to its local communities, after considering and appraising their needs and expectations in relation to the business activities and strategy to drive shared value.
- IC INTELLECTUAL CAPITAL (IC):** Sasol's competitive advantage is supported by:
 - proprietary and licensed technologies, patents, software and licences
 - operational and control processes, procedures and protocols
 - brand and reputation
 - research and development initiatives

Material matters (MM)



Safety of our people and operations



Strengthening our foundation business



Sustainably grow and transform

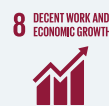


Environmental stewardship



Strengthening relationships with employees, customers, regulators and other stakeholders

Prioritised sustainable development goals



CHAIRMAN'S STATEMENT



MURIEL DUBE // Chairman of the Board

Dear stakeholders,

This past year has reinforced the importance of strategic clarity and disciplined execution while navigating an increasingly complex and evolving external environment - an imperative that remains particularly relevant for Sasol. The execution of our strategy to strengthen long-term resilience, protect value creation and support the energy needs of the markets we serve, has been sharpened.

// Strategic clarity, disciplined execution and sound governance remain central to strengthening Sasol's foundation business, advancing growth and transformation, and building a more resilient Group that contributes to energy security and creates sustainable long-term value. //

The Middle East conflict has highlighted the vulnerability of global energy systems and the importance of dependable supply chains. For Sasol, it underscores the need to remain resilient, agile and competitive while maintaining a clear focus on energy security, reliability, and sustainable value creation.

Strategic intent

Against this backdrop, the Board remains focused on ensuring that strategic ambition is matched by disciplined execution, appropriate capital allocation and financial resilience required to navigate uncertainty and deliver sustainable long-term value.

We are therefore focused on executing against the strategic priorities set out at our Capital Markets Day in May 2025, moving from concept to delivery, ➤ as detailed on pages 39 – 45

Delivering on our strategy requires an enabling regulatory and policy framework that supports and incentivises investment competitiveness and sustainable economic growth. We believe that the just transition imperative presents an opportunity for industrial renewal. We therefore support carbon pricing alongside structured carbon tax recycling mechanisms that can help mobilise investment in emission reduction and industrial transformation. Complementary policy measures to enable a just and economically sustainable transition are therefore required. We continue to engage constructively with government and other stakeholders to advance practical and effective policy solutions aligned with national development priorities.

KEY MESSAGES

- Enabling Sasol's strategy to protect value creation, strengthen the foundation business, and advance growth and transformation
- Reinforcing Sasol's role in energy security and reliable supply chains
- Engaging constructively with stakeholders to support enabling policy and regulatory frameworks
- Upholding ethical leadership, King V principles, independence and effective oversight

We remain attentive to developments in industry reporting standards while applying integrated thinking across our reporting. As disclosure requirements evolve, we are aligning our reporting with expectations of the International Sustainability Standards Board (ISSB), strengthening the consistency and connectivity across our disclosures providing stakeholders with a more coherent view of our performance.

Safety: intensifying our focus on Zero Harm

The safety of our people is a core value and fundamental to how we operate.

The tragic loss of two lives during the year at Secunda Thubelisha Colliery and Power Station East plant is deeply concerning and underscores the imperative to do more to achieve our ambition of Zero Harm.

We are taking decisive action in response to these incidents, with focused attention on addressing identified causes, strengthen training, and reinforce accountability to prevent recurrence. The Board is closely overseeing progress and effectiveness of these interventions.

Hospitalisations and severe injuries decreased in FY26, alongside a reduction in incidents related to fires, explosions and releases. This improvement reflects sustained focus on continuous improvement, targeted training, and behavioural interventions.

CHAIRMAN'S STATEMENT CONTINUED

We remain committed to upholding this value and ensuring that everyone goes home safely.

Governance and Board Leadership

The Board remains committed to ethical and effective leadership, underpinned by sound corporate governance. The Board is satisfied that Sasol has applied the principles of the King V Report on Corporate Governance for South Africa 2025 (King V™) during the reporting period and that the governance practices and processes implemented in support of those principles have contributed to ethical and effective leadership, good performance, effective control and legitimacy.

In February 2026, Kathy Harper stepped down from the Board, and we thank her for her valuable contribution and dedicated service over the years. On 1 February 2026, we welcomed Mr Rhidwaan Gasant to the Board.

The Board's ongoing succession planning and refreshment process seeks to maintain an appropriate balance of skills, experience, diversity and independence aligned to Sasol's strategic priorities, operating environment and future oversight requirements. ▶ Our Board Committee memberships are detailed on page 78 and further support effective oversight and guidance of Sasol's near-term priorities and long-term strategic objectives.

Looking ahead

Building a resilient, sustainable future-ready business starts with doing the fundamentals exceptionally well. For us at Sasol, that means bringing absolute clarity to our strategy, maintaining disciplined execution and upholding the highest standards of governance. As we advance our strategy, by focusing on strengthening our core business foundation today, we are positioning the group to navigate market volatility, support energy security and deliver value to our shareholders and communities for years to come.

On behalf of the Board, I would like to thank our employees, customers, service providers and contractors for their dedication and contribution during the year. As we enter the new financial year, our focus is firmly on execution, strengthening our foundation business, building greater resilience and advancing our growth and transformation priorities.

We thank our stakeholders for their continued support and constructive engagement. The Board has confidence in Team Sasol's ability to deliver and create sustainable long-term value.

MURIEL DUBE

Chairman of the Board

1 September 2026





➤ SASOL AT A GLANCE

With over 75 years in the industry, Sasol continues to execute on its plans to build resilience, strengthen the foundation business and grow and transform.

Sasol remains committed to playing a vital role in every region in which it operates and to deliver shared value for all its stakeholders.

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OUR PURPOSE AND VALUES

Our Purpose

Innovating for a better world

Our purpose embodies our can do spirit that drives us to strive for excellence, evolution and shared value. It shapes every aspect of our business, from our technologies and products, to how we serve our customers and communities, and ensures we remain competitive and a force for good in a changing world.

Values

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

Be safe

We always place the safety of our people first.

Be caring

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

Be inclusive

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

Be accountable

We own our results.

Be resilient

We boldly adapt to change and embrace agility.

Our code of conduct

Our Sasol values and Code of Conduct (Code) are the foundation of who we are and what we stand for.

Our Code is our compass, a guide to ensure we not only stay the course but excel as a unified crew. Employees are expected to read and adhere to the Code, hold each other accountable and report unethical actions without fear of retaliation. They must use good judgement and seek advice when in doubt, and acknowledge that individual actions can impact the entire organisation.

It sets the ethical standards for how to interact with each other as colleagues and engage with all our stakeholders, customers, vendors, partners, trade unions, shareholders, communities and governments. The Code applies to all Sasol employees and directors worldwide. Joint ventures and associated companies are encouraged to adopt similar principles.

People Promise

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

Sasol of the future

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



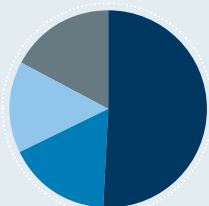
GLOBAL FOOTPRINT

Sasol has over **75 years' experience** in the production and marketing of fuels and chemicals

Sasol's business is global and its roots are strongly grounded in the Southern Africa Operations.

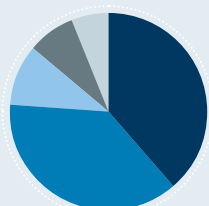
Geographical profile

Turnover



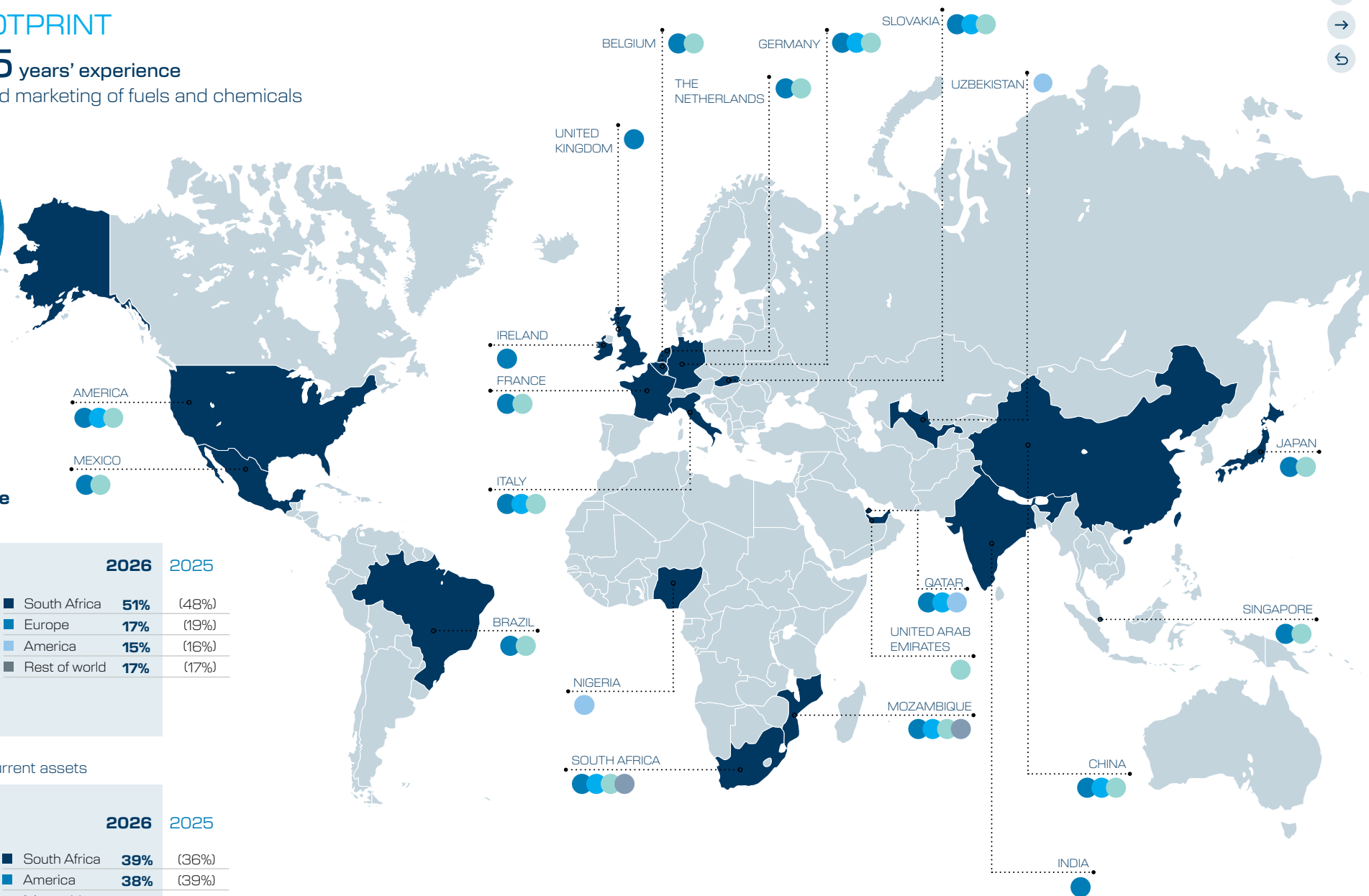
	2026	2025
South Africa	51%	(48%)
Europe	17%	(19%)
America	15%	(16%)
Rest of world	17%	(17%)

Where we invest: non-current assets



	2026	2025
South Africa	39%	(36%)
America	38%	(39%)
Mozambique	10%	(12%)
Europe	8%	(8%)
Rest of world	6%	(5%)

Comparative figures for previous year indicated in brackets.



LEGEND:

● Countries in which we have a presence ● Office ● Operations/operating activity ● Sales office ● Exploration ● Technology Licensing Services

VALUE PROPOSITION

Pioneer in innovative Fischer-Tropsch technology.



Located in **21** countries and a workforce representing over **75** nationalities. Diverse product range reaches customers worldwide.

Fully integrated Southern Africa value chain from feedstock to customer.

In South Africa, Sasol supplies approximately **30%** of domestic fuel needs through commercial, wholesale, and retail channels, operating about **400** retail sites. A leading supplier of jet fuel.



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



Over the past decade, we invested about **R7,8 billion** globally in socio-economic development, supporting enterprises, education, research, health, infrastructure and youth economic opportunities.

One of the largest taxpayers in South Africa and Mozambique.

Uninterrupted supply of gas from Mozambique to approximately **300** customers for **20** years.

Chemicals produced in South Africa support mining, agriculture, automotive, and plastics and packaging industries.

Chemicals produced in South Africa are **equidistant from major markets** in the Americas, Europe and Asia, providing a unique advantage to adapt as market conditions change.



International Chemicals portfolio delivers products to more than **4 000** customer locations across **91** countries.

One of the world's broadest and most diverse alcohols and surfactants portfolios linked to our **unique Ziegler technology**.

Our **proprietary alkoxide-based alumina technology** delivers precise control over key physical and chemical properties, enabling tailored performance for customer applications.



Strong research and technology relationships with clients to **co-develop solutions**.



Well-established international intellectual property portfolio with **1 687** granted, and **284** pending patents, as well as **4 316** registered and **127** pending trademarks.

Natref is the **first refinery in Africa** with a certified production pathway to produce sustainable fuels.

Largest private procurer of renewable energy in South Africa, with concluded agreements enabling access to **~1,37GW**, with **~510MW** online.

INTEGRATED VALUE CHAINS

Sasol's integrated value chains are at the heart of its differentiated value proposition

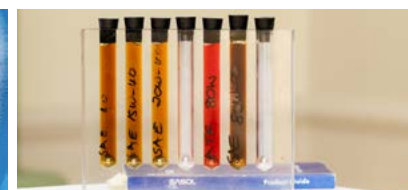
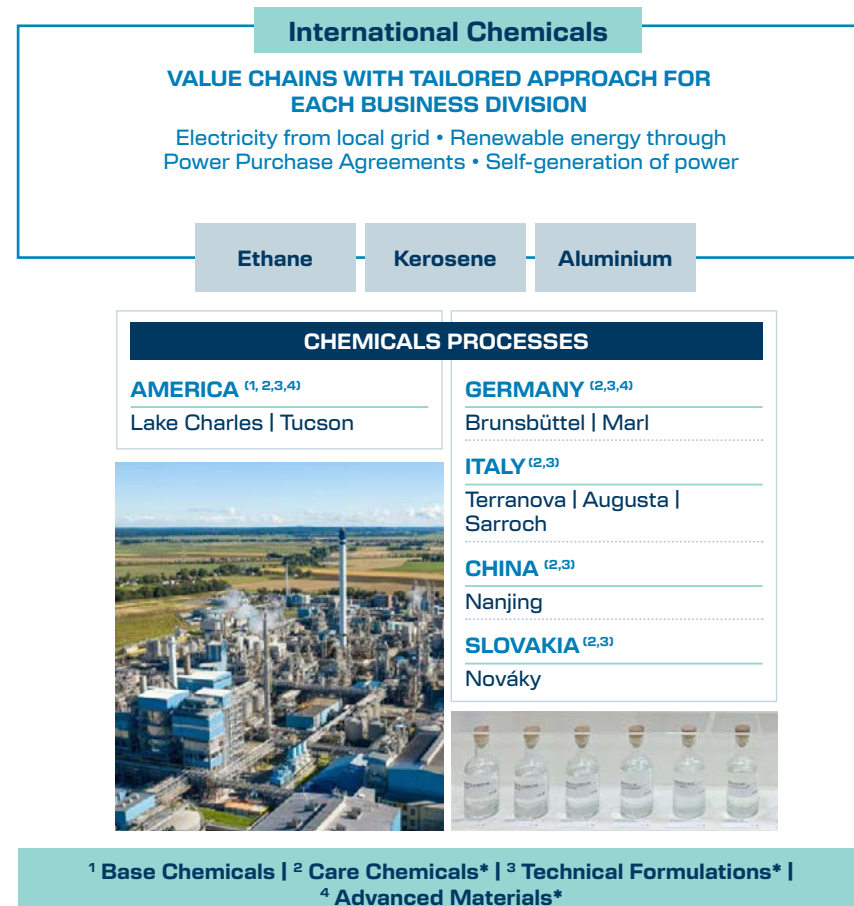
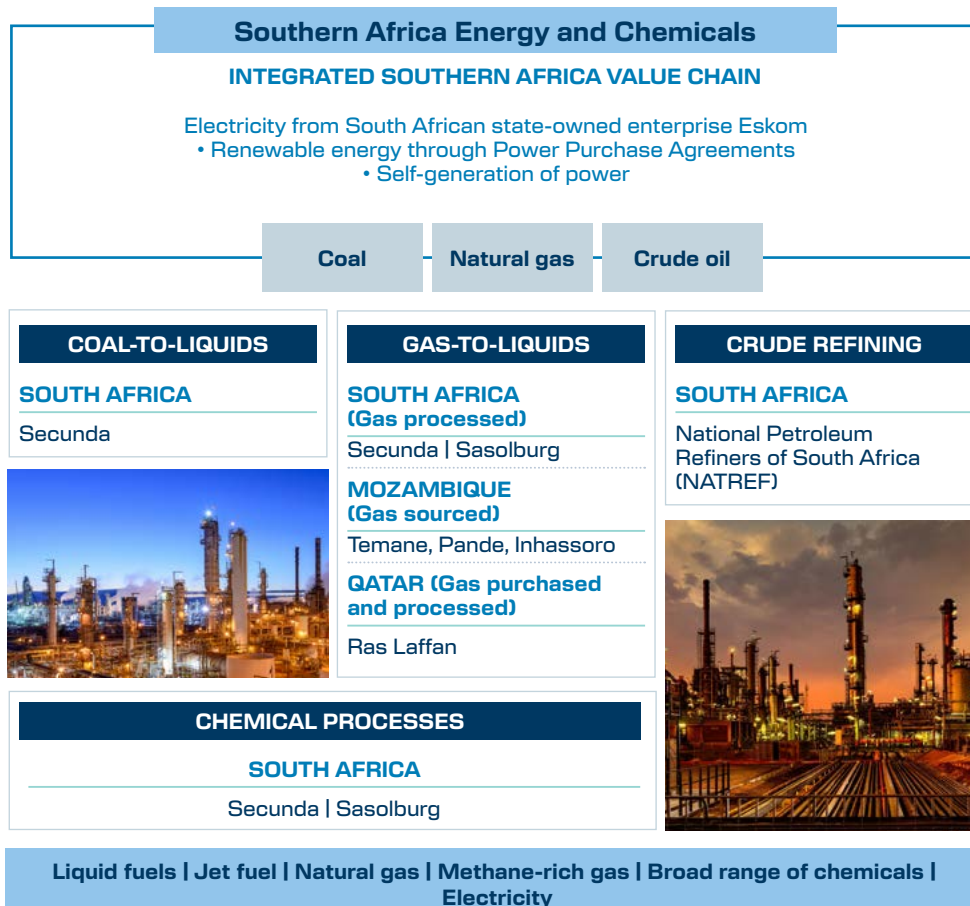
Sasol is a customer-centric organisation that provides a range of energy and chemical solutions through proprietary technologies. Sasol's operating model integrates vertically by sourcing coal and natural gas feedstock from its own mines and gas fields, while also procuring crude oil and other feedstocks, which are then refined into fuels and chemicals sold to customers globally. Sasol achieves horizontal integration through the production of chemicals and licencing technology across multiple global locations. Its integrated value chains support and strengthen its differentiated value proposition.

OPERATING MODEL

SOURCE
Feedstock/
utilities

PRODUCE
Leveraging
unique
technologies

MARKET
Supply
customers
globally



For more information on our integrated value chain, refer to www.sasol.com/businessoverview

* In Annual Financial Statements these are categorised as Differentiated Chemicals



➤ DRIVING SUSTAINABLE VALUE CREATION

Sasol continues to anchor value creation in safety and long-term resilience, while advancing strategic initiatives that consider all stakeholders in the organisation’s objectives.

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GROUP EXECUTIVE COMMITTEE

Reinforcing our One Sasol identity, we continued to build on the operating model. We are actively eliminating duplication in our processes and enhancing our systems to support our financial and business goals, while ensuring customer needs are met in the evolving business landscape.

The Group Executive Committee (GEC) is accountable for the development and execution of Sasol's strategy and the delivery of sustainable value across the portfolio. The GEC is structured to provide clear accountability across the "business of today" and the "business of the future", ensuring focus on operational performance, cost competitiveness, and growth and transformation priorities. The current structure distinguishes between core operating portfolios – including Mining, Operations, Marketing

and Sales, and International Chemicals - and enabling and future-focused portfolios such as Business Building, Strategy and Technology and business support functions.

This model supports disciplined delivery of current operations while advancing innovation, digital enablement and new growth opportunities. It also reinforces the "One Sasol" operating model.

The GEC has remained focused on strengthening the business, improving operational performance, enhancing cash generation and advancing the strategic priorities necessary to position Sasol for long term sustainable value creation.

On the journey of reshaping our business for a new era and building credibility through performance, the clear distinction between "business of today" and "business of the future" supports maintaining a strong focus on both current operations and future growth initiatives. Digital alignment will underpin opportunities to leverage automation and accelerate transformation.



SIMON BALOYI

Executive Director, President and Chief Executive Officer

Appointed to GEC: 2022
Joined Sasol: 2002
Nationality: South African
Age: 49

Focus

Business of today				Business of the future
Mining	Southern Africa Operations and Transformation	Marketing and Sales, Energy and Chemicals Southern Africa	International Chemicals	Business Building, Strategy and Technology
Driving improved quality and cost effective coal supply for our Southern Africa integrated value chain. Ensuring adherence to safety regulations and standards in our operations.	Delivering product volumes across the integrated Southern Africa value chain safely with a strong emphasis on cost competitiveness. Driving efficient capital spend. Ensuring consistent, reliable and sustained gas supply from our operations in Mozambique. Coordinating business transformation.	Maximising value through winning with our customers. Responsible for the downstream activities, covering our retail, commercial fuels, lubricants and gas products in Southern Africa. Chemical products produced from our Southern Africa integrated value chain, are sold globally.	Managing the Northern Hemisphere's and Latin America's Chemicals business, its people and its stakeholders, with end-to-end accountability for safe operations, positive financial outcomes, technology and innovation, and delivering sustainable solutions for our customers.	Unlocking Sasol's full potential by harnessing competitive advantages, research, innovation and business building capabilities. Executing and translating our strategy into results. Empowering transformative growth as the catalyst for realising Sasol of the future through win-win partnerships.
				
Group Executive Committee member accountable				
SANDILE SIYAYA Executive Vice President: Mining	VICTOR BESTER Executive Vice President: Southern Africa Operations and Transformation	CHRISTIAN HERRMANN Executive Vice President: Marketing and Sales, Energy and Chemicals Southern Africa	ANTJE GERBER Executive Vice President: International Chemicals	SARUSHEN PILLAY Executive Vice President: Business Building, Strategy and Technology
Appointed to GEC: 2025 Joined Sasol: 2007 Rejoined: 2022 Nationality: South African Age: 44	Appointed to GEC: 2024 Joined Sasol: 1997 Rejoined: 2022 Nationality: South African Age: 55	Appointed to GEC: 2024 Joined Sasol: 2020 Nationality: German Age: 52	Appointed to GEC: 2024 Joined Sasol: 2024 Nationality: German Age: 59	Appointed to GEC: 2024 Joined Sasol: 2006 Nationality: South African Age: 49

GROUP EXECUTIVE COMMITTEE CONTINUED

Business support		
Group Chief Financial Officer	Commercial and Legal	People, Risk, Safety, Health and Environment (SHE), and Corporate Affairs
Improving sustainable free cash flow generation. Deleveraging balance sheet. Ensuring disciplined cost management and capital allocation. Proactively managing risk. Providing sound control environment. 	Driving sustainable commercial value through fit-for purpose supply chain, information management and digital solutions, while ensuring sound corporate governance and responsive legal services. 	Providing integrated leadership across people, safety, risk and reputation. Strengthening culture, assurance and accountability to enable performance, resilience and sustainable value creation across Sasol. 
Group Executive Committee member accountable		
WALT BRUNS Executive Director and Chief Financial Officer Appointed to GEC: 2024 Joined Sasol: 2009 Nationality: South African Age: 45	VUYO KAHLA Executive Director Executive Vice President: Commercial and Legal Appointed to GEC: 2011 Joined Sasol: 2010 Nationality: South African Age: 56	THABILE MAKGALA Executive Vice President: People, Risk, SHE and Corporate Affairs Appointed to GEC: 2025 Joined Sasol: October 2025 Nationality: South African Age: 44

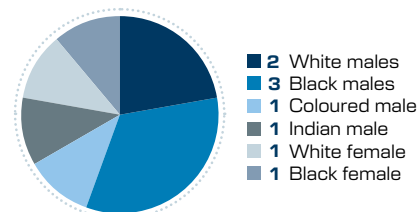
Skills and experience

Collectively, the GEC brings a balance of operational, commercial, financial and strategic capability, supported by diverse global experience and deep industry expertise to drive performance, transformation and long-term sustainability.

- Safety interventions and SHE management
- Ethics and corporate governance
- Strategy, sustainability and innovation
- Risk management
- Legal, regulatory and stakeholder relations
- Chemicals, oil, gas and upstream business
- Financial management
- Operations – mining, engineering and manufacturing
- Capital project execution
- Research and development
- Digital and information technology management
- Sales and marketing
- Human resources and remuneration
- Corporate finance, mergers and acquisitions
- Global experience

The GEC reflects a strong foundation of institutional knowledge, complemented by recent appointments that enhance leadership renewal. The mix of long-tenured executives and newer members supports continuity in execution while strengthening succession depth and strategic agility.

GEC demographics as at June 2026



Tenure at Sasol (years) as at June 2026

0 – 10 years	3
11 – 20 years	3
21 – 40 years	3

Succession

Sasol continues to strengthen its GEC succession pipeline to support leadership continuity and delivery of its strategy. Succession planning is integrated into the Group's broader talent management framework, with regular assessment of bench strength across executive and senior leadership levels. During the year, succession readiness improved

through targeted development actions, leadership rotations and structured transition planning, contributing to effective onboarding and integration of new GEC members and stability across key portfolios. While progress has been achieved, specific roles remain exposed to limited immediate successor depth and mobility constraints. These risks are actively

addressed through focused capability building and succession interventions.

The Group continues to prioritise the development of a diverse, globally competitive leadership pipeline to ensure the GEC remains well positioned to sustain performance and drive long-term value creation.

MATERIAL MATTERS

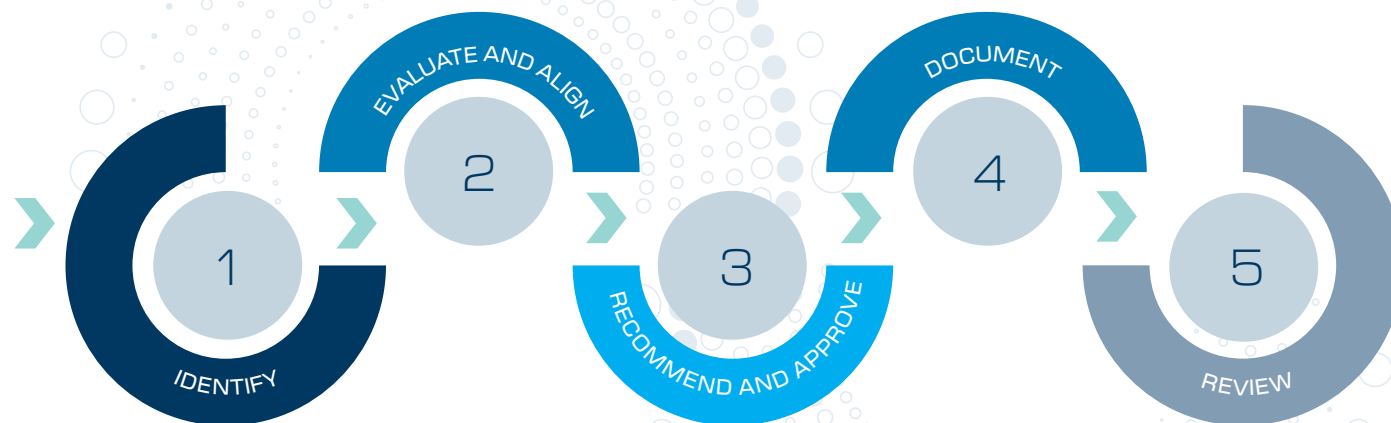
Issues that have the potential to substantially affect our ability to create value.

Sasol follows the double materiality approach, which considers both the internal and external perspective when determining the company's material matters. As part of this process, events that occurred during the year were also considered, as well as the views of relevant stakeholders. Material matters have the potential to impact the delivery of the business strategy, either positively or negatively, and therefore influence our ability to create and preserve value over time.

A full assessment was undertaken in FY25, in line with Sasol's commitment to do so every three to four years with reviews taking place annually. During this process, identified matters are assessed using a materiality assessment matrix and with reference to the six capitals. The material matters are linked to the Group material risks (GMRs).

► For more information on our GMRs, please refer to pages 21 – 32

Approach to assessing and defining our material matters



Safety of our people and operations

WHY A MATERIAL MATTER

- Maintaining a strong safety culture is critical to protecting our people and service providers and ensuring everyone goes home safely every day
- The safety of our people, together with process safety discipline, is fundamental to reliable and responsible operations

IMPACT

- » Workforce safety and wellbeing
- » Licence to operate
- » Employee Value Proposition
- » Reputation
- » Volume output
- » Earnings
- » Sustainability

OPPORTUNITIES/RESPONSES

- Leaders leading by example and ensuring interventions are undertaken by adopting a "learning and coaching" approach
- Reinforcing personal and leadership accountability by driving a safety culture change
- Continuing elevation of safety behaviour and measures
- Integrating safety and operational excellence as enablers of reliable operation and resilience
- Leveraging assurance insights and digital enablement

Link to Group material risks

GMR 1

MATERIAL MATTERS CONTINUED



Strengthening our foundation business

WHY A MATERIAL MATTER

- Remaining operationally and financially resilient in volatile markets and evolving energy and chemicals landscape
- Improving operational stability and cash generation to strengthen the balance sheet supports long-term value creation

IMPACT

- › Financial resilience
- › Operational stability ensuring optimum returns
- › Sustainability
- › Contribution to local and national economies
- › Reputation
- › Trust and credibility

OPPORTUNITIES/RESPONSES

- Optimising the organisation for resilience
- Delivering shared value and growth
- Promoting innovation and operational excellence
- Operational improvement and leveraging on our digital capabilities to enhance stakeholder confidence
- Growing value through improved customer value proposition

Link to Group material risks



GMR 1

GMR 12



Sustainably grow and transform

WHY A MATERIAL MATTER

- Committing to unlocking full value and building a more sustainable business through a balanced and measured approach aligned with customer demand
- Transforming our business responsibly by ensuring ongoing value creation across all stakeholder groups
- Disciplined capital allocation and portfolio enhancement to sustain competitiveness and enable long-term growth

IMPACT

- › Growth and long-term viability
- › Financial resilience
- › Increased adaptation pressures
- › Carbon intensity
- › Reputation

OPPORTUNITIES/RESPONSES

- Leveraging our technology for new growth avenues and expanding the use of our products
- Leveraging commercial strategic partnerships to support decarbonisation initiatives and optimise risk sharing
- Advancing integrated power, sustainable feedstocks/products and long-term gas supply
- Bolstering resilient communities and infrastructure that can withstand the impacts of climate change, contributing to positive value creation

Link to Group material risks



GMR 1

GMR 14

MATERIAL MATTERS CONTINUED



Environmental stewardship

WHY A MATERIAL MATTER

- Operating within an evolving regulatory and policy framework to maintain our licence to operate and respond to stakeholder priorities
- Requiring a strong foundation to reduce greenhouse gas emissions and carbon intensity, supporting the energy transition

IMPACT

- › Licence to operate
- › Financial resilience
- › Stakeholder commitments
- › Regulatory compliance
- › Sustainability
- › Reputation

OPPORTUNITIES/RESPONSES

- Protecting our licence to operate through consistent compliance and responsible practices
- Improving our environmental footprint to positively impact our environmental, social, and governance (ESG) ratings, and increase investment attractiveness
- Pursuing emerging sustainable opportunities to achieve our Emissions Reduction Roadmap (ERR) target and reduce carbon intensity in the long term

Link to Group material risks



GMR
1

GMR
14



Strengthening relationships with employees, customers, regulator and other stakeholders

WHY A MATERIAL MATTER

- Strengthening relationships with stakeholders is essential
- Enhancing credibility as a trusted partner and operator to drive effective delivery and create shared value
- Cooperating with strategic customers to unlock full commercial value

IMPACT

- › Relations with host government and other stakeholders
- › Financial resilience
- › Licence to operate
- › Growth
- › Sustainability
- › Reputation
- › Employee Value Proposition

OPPORTUNITIES/RESPONSES

- Continuing transparent disclosure of our plans and implementation
- Simplifying processes and systems
- Be an employer of choice
- Clear plans setting our shift towards sustainable value chains
- Building mutually beneficial relationships across the supply chain to reduce risks and create long-term value
- Driving innovative, value-adding solutions

Link to Group material risks



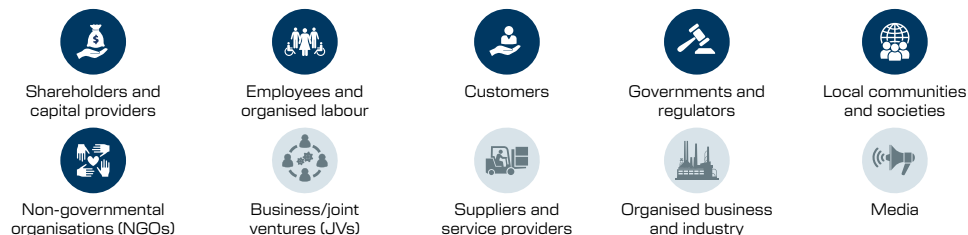
GMR
14

STAKEHOLDERS AND STAKEHOLDER THEMES

Stakeholders have a vested interest in our success and inform delivery of strategic priorities

Through our relationships with a wide range of stakeholders, we create shared value while proactively working to reduce instances of value erosion. In doing so, we deliver on our Purpose and strategy, mitigate risks, address our Material Matters, and contribute to the Sustainable Development Goals (SDGs). We recognise that transparent communication and consistent engagement are essential to building and sustaining trust.

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



	Why we engage	Value shared	SDG's
SHAREHOLDERS AND PROVIDERS OF CAPITAL	Provide transparent and consistent communication on our strategy, performance and investment case, enabling informed decision-making and long-term investment in Sasol.	- Headline earnings per share of R38,31 per share (R35,13) - Net debt of US\$3,26 billion (US\$3,66) excluding leases	- Market capitalisation of R105,18 billion (R50,59) - Free cash flow of R11,9 billion (R12,6)
EMPLOYEES AND LABOUR ORGANISATIONS*	A strong and collaborative relationship with our employees and labour organisations is critical for our business. We are committed to continuously enhancing our Employee Value Proposition, fostering meaningful engagement, and driving improved productivity and labour stability.	- Fair and competitive wages and benefits of R37,48 billion (R36,23) - Continued to embed our Purpose, Values and Code of Conduct - Female employees 27% (26%)	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
CUSTOMERS	Our ability to create value is directly linked to how well we understand and serve our customers. We engage to align with evolving needs, improve experience, and deliver solutions that are increasingly customer-centric – helping our customers reduce their product carbon footprints (PCFs) and progress along their own sustainability pathways. This partnership-driven approach enables more reliable, differentiated offerings while strengthening long-term relationships.	- Delivered 57,5 mm bbl of liquid fuels, across retail, commercial and wholesale channels, supported by resilient supply despite global disruptions - Strong growth in Sasol Rewards 2,39 million members (2,2), reflecting deeper customer engagement and improving experience metrics (2025/2026 Ask Afrika Orange Index award for customer experience in the “Petrol Stations – Convenience Store” category) - South Africa Chemicals delivered 3 542 kilo tons of chemicals produced in South Africa to over 2 000 customers globally	- Delivered 55,3 bscf gas to external customers, with ongoing collaboration with customers on future energy pathways - We are currently working with strategic customers across various product lines (eg, LC100 Wax, LIVINEX, CARINEX, PARAFOL 10 RSPO-MB) to reduce PCF's through the application of renewable energy attributes and introducing bio-based alternatives to support their sustainability journey - International Chemicals supplied 2 846 kilo tons of chemicals produced in our assets to over 1 850+ customers
GOVERNMENTS AND REGULATORY AUTHORITIES	Building and maintaining transparent, trust-based relationships with governments and regulators is fundamental to effective collaboration. These relationships underpin our licence to operate, support the pursuit of mutually beneficial objectives, and strengthen our role in policy advocacy.	- Direct taxes paid of R5,62 billion (R7,29) - Indirect taxes paid of R40,6 billion (R36,44)** - Supporting shared value management***	- Environmental compliance/improvements - Supporting shared value including GDP contribution, security of supply and employment
LOCAL COMMUNITIES, AND SOCIETIES NON-GOVERNMENTAL ORGANISATIONS (NGOS)	Our business sustainability depends on the strength of our relationships with the communities and societies in which we operate, and on the meaningful contributions we make to their upliftment.	- R1 314 million (R1 293) invested in skills development - R68 billion (R69,2) in preferential procurement - R653,6 million (R559,9) invested in corporate social investment	8 DECENT WORK AND ECONOMIC GROWTH 17 PARTNERSHIPS FOR THE GOALS

* Includes unions, works councils and other organised labour associations.

** Value Added Tax (VAT), customs and excise duties, employees' tax, carbon tax, electricity levy, and all other duties

*** More detail available on page 136 – 138 (economic inclusion).

STAKEHOLDERS AND STAKEHOLDER THEMES CONTINUED

Stakeholder Themes	Link to Group material risks	
	Safety, health and wellbeing - Pursuing Zero Harm through a human-centric approach and humanising safety - Lowering carbon emissions while improving overall air quality to safeguard environmental and public health	GMR 3
	Shared value management Strengthening local community resilience and catalysing new economic pathways to impact society positively	GMR 7.1 GMR 13
	Socio-economic transformation and localisation Sustaining Sasol's significant contribution to gross domestic product (GDP) and employment across multiple value chains across all regions where we operate	GMR 13
	Customer focus Improving customer experience through a realigned internal structure and enhancements in systems and processes	GMR 8 GMR 11
	People and Culture - Strengthening our Employee Value Proposition through identifying, developing, and retaining skills and capabilities needed for Sasol of today and the future - Constantly improving our cultural anchors	GMR 12 GMR 14
	Foundation business - Restoring the competitiveness of our Southern Africa operations - Resetting our International Chemicals business - Improve sustainable free cash flow generation through disciplined capital allocation	GMR 1 GMR 2 GMR 5 GMR 6
	Decarbonisation - Delivering on our optimised ERR, balancing decarbonisation ambition with sustainable economic returns - Implementing Sasol's revised renewable energy investment ambition and trading strategy	GMR 4 GMR 7.1 GMR 9 GMR 10 GMR 15
	Growth and innovation Building and strengthening partnerships and collaborations that support a sustainable economy in Southern Africa, and rest of world	GMR 9 GMR 10 GMR 13 GMR 14 GMR 16
	Investment attractiveness - Improve sustainable cash generation and returns - Strengthen balance sheet resilience and deleveraging - Enhance valuation through operational and strategic execution	GMR 1 GMR 2 GMR 9 GMR 10 GMR 11 GMR 14
	Regulatory - Managing the financial impacts of the evolving regulatory frameworks and addressing any non-compliance - Managing evolving regulatory and policy requirements to maintain compliance, licence to operate and long-term strategic objectives	GMR 4 GMR 7.1 GMR 7.2 GMR 15

MATERIAL MATTERS



SAFETY OF OUR PEOPLE



STRENGTHENING FOR RESILIENCE



SUSTAINABLY GROW AND TRANSFORM



ENVIRONMENTAL STEWARDSHIP



STRENGTHENING RELATIONSHIPS WITH CUSTOMERS, STAKEHOLDERS AND REGULATORS

SUSTAINABILITY AT SASOL

Sasol's sustainability ambition

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

At Sasol, sustainability is safe and responsible operations that balance economic growth with social equity and environmental stewardship, aiming for a resilient future aligned with global sustainability goals. This underscores the Group's commitment to creating long-term value, addressing the challenges of climate change and resource management, and minimising Sasol's environmental impact while enhancing social wellbeing.

Foundational underpinnings

Sasol's sustainability pillars; Enterprise, Planet, Purpose, and Society are supported by a strategic foundation that aligns the SDGs with United Nations (UN) Global Compact Principles, providing a unified framework for impact and responsible business conduct.

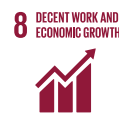


➤ **Material matters informs and guides our prioritised SDGs**

Sasol's ambition is realised through our six prioritised SDGs



Enabling delivery of our People Promise by supporting a diverse workforce and inclusive culture



Enhancing safe and sustainable operations is critical to preserving and creating value while delivering on our strategy



Building resilient infrastructure, promoting sustainable industries and fostering innovation



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



Decarbonising and transforming through partnerships, technology and innovation



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

Sasol is committed to the Ten Principles guiding us in our business activities.

UN Global Compact Principles (Foundation)



HUMAN RIGHTS



LABOUR



ENVIRONMENT



ANTI-CORRUPTION

www

Additional detail regarding the Ten Principles is available at <https://unglobalcompact.org/what-is-gc/mission/principles>

Outcomes

Sasol translates global commitments into tangible action shaping the pathway to its future.

www

For more information on our SDG impact, refer to our SDG index at www.sasol.com

RISKS AND OPPORTUNITIES

Risk management is embedded in Sasol's strategic and operational decision-making processes

COMMITMENT

Sasol proactively manages risks and opportunities to support strategic objectives and long-term value creation.

Enterprise risk management (ERM) Framework is embedded across the business, enabling responsible risk taking while safeguarding people, assets, the environment and reputation.

Guided by the ERM Framework and One Sasol ERM Approach, the business manages risks and opportunities within defined financial risk appetite and tolerance levels, aligned with its Purpose and Group Priorities.

The framework ensures that risk considerations are integrated into strategy, capital allocation and business decision-making. Particular attention is given to material risks that could affect operational performance, financial resilience, regulatory compliance, cybersecurity and the delivery of the Group's decarbonisation ambitions.

GROUP APPROACH

Sasol continuously assesses its internal and external operating environment, aligning risk controls and responses to mitigate external risks.

Risk intelligence plays a key role – expert views and insights are integrated into reporting to inform strategic and operational decisions. The organisation has an established Combined Assurance Model (CAM) whereby Sasol actively conducts deep-dives to understand the assurance coverage across the Group Material Risks (GMRs) key responses. Sasol is also continuing the advancement of the Business Continuity Management (BCM) programme – supported by scenario planning and simulations to drive preparedness for unforeseen crises.

Together, these elements form a cohesive system that enables effective, continuous ERM delivery across time horizons, reinforced by sound governance and sustainable performance.

ERM Framework

Sasol's ERM Framework supports risk-based decision-making in a dynamic operating environment and enables proactive management of GMRs that may affect current performance and future strategic ambitions. A standardised, enterprise wide approach to identify, assess and respond to material risks across short-, medium-, and long-term horizons is applied.

1 PLAN

IDENTIFYING RISKS

- Understand the business context
- Identify the relevant risks and key responses associated with delivery of business objectives (short, medium and longer term)
- Understand and assess the risk events

4 IMPROVE

RISK MANAGEMENT IMPROVEMENTS

- Improve risk management process
- Analyse and share learnings
- Develop action plans to improve risk management effectiveness and risk maturity



2 DO

MANAGING RISKS

- Execute key responses and management action plans
- Monitor status of risk events

3 REVIEW

RISK GOVERNANCE AND ASSURANCE

- Provide governance and assurance over the risk management process and key responses
- Report on risks and key responses as per the governance framework

Sasol's risk profile and related responses are reviewed regularly to ensure continued relevance and alignment, positioning the Group to manage uncertainty responsibly while unlocking future strategic opportunities in an evolving global energy and chemicals landscape.

RISKS AND OPPORTUNITIES CONTINUED

Embedding a strong risk culture

Sasol fosters a risk-aware culture where risk management is embedded in how it operates and makes decisions. This is achieved through leadership accountability that sets the tone, clear communication and training that build understanding and capability, integration into core processes to ensure consistency, technology that enables transparency and decision-making, and the embedding of risk activities in day-to-day operations.

For more details on the risk culture, refer to www.sasol.com/ESG

Governance and oversight of risk management

Sasol applies an integrated risk governance model that embeds risk management into the company's strategic intent and execution. Oversight is driven by the Board of Directors (the Board), supported by Board Committees and the Group Executive Committee (GEC).

The Board holds ultimate accountability, ensuring alignment with Sasol's ERM Framework and CAM. Its responsibilities include:

- Strategic risk oversight: Setting direction through Risk Policy and defining Group financial risk appetite and tolerance metrics to support sustainable growth
- Risk management effectiveness: Evaluating the adequacy and performance of risk processes aimed at proactive management of material risks, understanding health and status of the key responses and driving continuous improvement through improved risk maturity over time
- Board Committees' role: Overseeing assigned GMRs and ensuring assurance mechanisms align with the CAM

For more information on the internal control framework and assessment refer to www.sasol.com/ESG

This governance structure reinforces Sasol's commitment to proactive risk management, strategic resilience, and long-term value creation.

The Group is governed through established structures that are subject to regular review. These structures provide for appropriate delegation of authority while enabling the Board to maintain effective oversight.

Appropriate policies and processes are in place to ensure that all Group entities comply with key Group requirements and minimum governance standards. As a direct or indirect shareholder, Sasol Limited exercises its rights and participates in decision-making on significant matters relating to its subsidiaries.

Subsidiaries adopt the governance framework as appropriate and align their Memoranda of Incorporation and Shareholder Agreements with the Group governance framework.

For details about the Escalation reporting structure refer to www.sasol.com/ESG

Managing Sasol's Group risk appetite and tolerance

Sasol applies a disciplined approach to managing Group risk appetite and tolerance, aligned with its strategic objectives and long-term value creation. Through the One Sasol ERM approach, risk considerations are embedded in decision-making.

Financial risk appetite is actively managed against approved metrics, including net debt, gearing and net debt to EBITDA, with regular review to reflect emerging risks and changing business conditions, supporting financial resilience and strategic agility.

We define risk appetite and risk tolerance as follows:

RISK APPETITE

The extent and type of risk Sasol is willing to take in pursuit of our strategic objectives.

RISK TOLERANCE

The level of risk Sasol is prepared to accept, establishing clear boundaries beyond which the company will not operate.

Top-down and bottom-up process to identify and manage risks

Sasol applies an iterative risk review process that incorporates both top-down and bottom-up inputs to ensure the GMRs remain reflective of the Group's most material risk exposures.

The current 16 GMRs represent the most significant enterprise-level risks requiring active management and oversight and are assessed at inherent, residual and target risk levels.

Supporting the GMR profile are risk profiles for Operating Model Entities (OMEs), projects and other key initiatives, where risk exposures are continuously identified, assessed and monitored. Risks that exceed established Group materiality thresholds are escalated for Group consideration and may be incorporated into the GMR profile.

GROUP MATERIAL RISKS (GMRs)

Enterprise-level risks requiring active management and oversight

Assessed at inherent, residual and target risk levels

Escalation to GMRs based on Group materiality thresholds

OME, PROJECT AND INITIATIVE RISK PROFILES

Risk exposures continuously identified, assessed and monitored

Support the GMRs profile

All risk instances across Sasol are managed and report to respective **Operating Model Entities (OMEs)**, project committees and initiative sponsors.

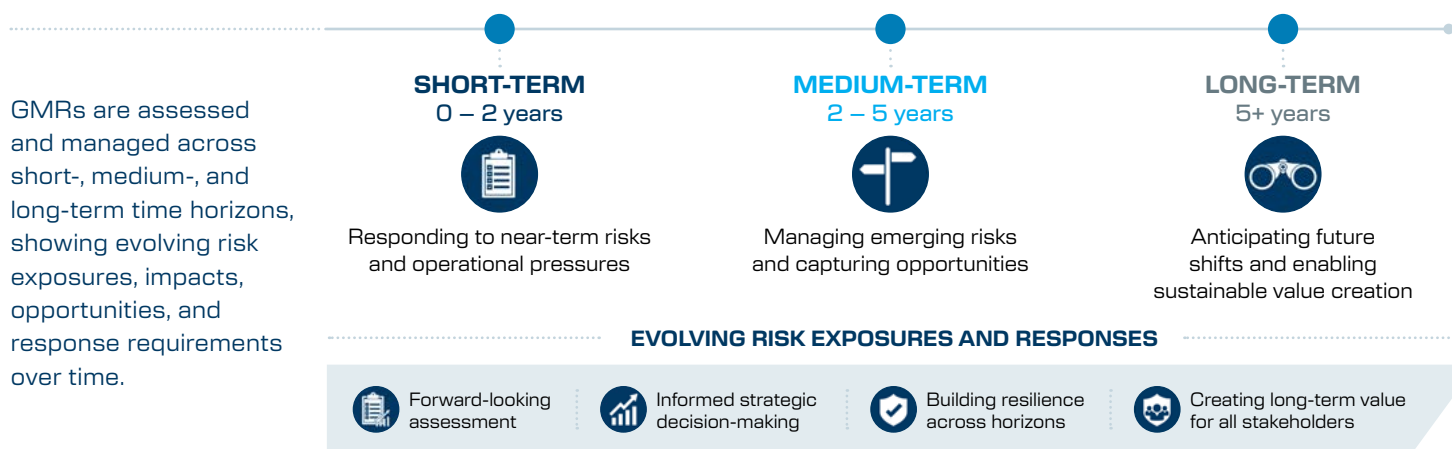
RISKS AND OPPORTUNITIES CONTINUED

Group Material Risks (GMRs)

GMRs management and process

Recognising that risk exposures and opportunities develop and materialise over different timeframes, Sasol assesses and manages its GMRs across short-, medium-, and long-term horizons.

This forward-looking approach enhances the organisation's ability to identify emerging risks and opportunities, evaluate potential implications for strategy and performance, and adapt key responses as conditions evolve. By considering both current and future risk drivers, Sasol strengthens organisational resilience, supports informed decision-making and maintains a balanced view of factors that may influence future performance. The GMR process ensures that current material risks are effectively managed while maintaining a long-term perspective on trends, uncertainties and opportunities that may impact the sustainability, competitiveness and long-term value creation potential of the business.



Identified through the ERM process, all GMRs are presented with details of the key responses, material matters, the six capitals, link to the strategic objectives and all relevant supporting risk information.

- The six capitals provide a consistent lens to assess how risks and responses affect these, supporting a balanced view of dependencies, trade offs and resilience over time



For more detail regarding the six capitals refer to pages 33 – 35.

- The risk profiles are also linked to the three strategic objectives to show relevance and alignment



For strategic objectives refer to pages 33 – 35.

GMRs profile

GMR 1	Material business underperformance compounded by external headwinds impacting cash flow generation and the ability to deleverage the balance sheet	Material financial risks, together with external macroeconomic vulnerabilities (economic downturns, inflationary pressures, and volatile commodity prices and exchange rates), may negatively impact business performance, debt management, and future income	KEY RESPONSES Forward looking risk management: Expanded scenario analysis, “what if” playbooks and refreshed forecasts to anticipate risks and opportunities Cost and asset optimisation: Cost reduction programmes, asset reviews and turnaround plans to improve efficiency and lower breakeven levels Balance sheet and liquidity resilience: Active cash and liquidity management, refinancing initiatives, debt reduction plans and diversification of funding sources Integrated planning and governance: Alignment of operational forecasts with financial risk appetite through Integrated Business Planning and updated Group assumptions Market and geopolitical responsiveness: Ongoing monitoring of geopolitical and trade developments, supported by dedicated war rooms and targeted hedging strategies	LINK TO 6 CAPITALS AND STRATEGY FC S1 S2
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Strengthening our foundation business

BOARD COMMITTEE: Audit Committee

GEC SPONSOR: Group Chief Financial Officer

RISKS AND OPPORTUNITIES CONTINUED

Group Material Risks (GMRs) continued

GMR 2 Material weaknesses relating to internal controls over financial reporting	Material risks relating to the integrity of financial reporting and disclosures (accuracy, completeness, validity, existence, valuation, obligations and/or rights)	KEY RESPONSES • Strengthened financial control environment: Enhanced financial systems, training and compliance monitoring to improve control effectiveness and consistency across operations • SOX and technology assurance: Regular SOX cycle testing supported by Workiva, together with periodic technology and system testing, to ensure sustained alignment with operational and regulatory requirements • Inclusive control design and engagement: Early and ongoing stakeholder involvement in control design to ensure controls are practical, well-informed and effectively adopted across the organisation	LINK TO 6 CAPITALS AND STRATEGY FC S1 S2
 Strengthening our foundation business		BOARD COMMITTEE: Audit Committee GEC SPONSOR: Group Chief Financial Officer	
GMR 3 Safety, Health and Environment (SHE) Key Undesirable Events (KUEs) materialising and impacting our Zero Harm ambitions	Material SHE top risks covering major SHE incidents impacting employees, community, public, or operations (process safety, occupational safety, occupational health, product safety, environmental, mining, and upstream)	KEY RESPONSES • Group SHE governance and assurance: Leadership Spine Safety Assurance Framework, One Sasol SHE Excellence Approach, SHE Combined Assurance and risk management processes embedded across the Group • Safety systems and standards: High Severity Incident (HSI) standard, Behaviour-Based Safety system, and integrated occupational and process safety management systems • Incident prevention and response: Robust SHE incident management processes and environmental incident prevention and monitoring across operations • Occupational health and product stewardship: Comprehensive occupational health systems and product stewardship and logistics safety management to protect people, customers, environment and product quality	LINK TO 6 CAPITALS AND STRATEGY HC NC S1 S2 S3
 Safety of our people and operations		BOARD COMMITTEE: Safety, Social and Ethics Committee GEC SPONSOR: Executive Vice President: People, Risk, SHE and Corporate Affairs	
GMR 4 Material non-compliance with environmental requirements, legislation and/or regulations directly threatening our legal licence to operate	Material risks relating to the ability to comply with both existing and future environmental legislation and regulations, with direct potential impact on operational continuity	KEY RESPONSES • Regulatory monitoring and advocacy: Ongoing monitoring of legislative and regulatory developments, with proactive engagement and advocacy through regulators, industry bodies and key stakeholders • Impact assessment and response: Structured review of draft and enacted legislation, supported by business impact analysis, technical working groups, and implementation of compliance plans or legal remedies where required • Compliance execution and governance: Timely licensing and permitting, sustained regulatory engagement, and a strong compliance culture enabled by defined governance standards, procedures and continuous monitoring	LINK TO 6 CAPITALS AND STRATEGY NC SC S1 S2 S3
 Environmental stewardship		BOARD COMMITTEES: Safety, Social and Ethics Committee; Nominations and Governance Committee GEC SPONSOR: Executive Vice President: People, Risk, SHE and Corporate Affairs	

RISKS AND OPPORTUNITIES CONTINUED

Group Material Risks (GMRs) continued

GMR 5

Critical assets integrity, reliability and/or performance risks resulting in material operational interruptions

Material risks relating to the failure of critical assets (driven by asset integrity, asset reliability, and asset performance) that have the potential to result in severe operational interruptions

KEY RESPONSES

- **Asset reliability and maintenance:** Risk based maintenance strategies, critical spares management, and predictive analytics to improve equipment availability, mean time between failures (MTBF) and mean time to repair (MTTR) reliability and maintenance performance measures on critical assets
- **Operational excellence and capability:** Clear identification and governance of critical assets, disciplined operating procedures, and ongoing training, competency and performance management to drive plant efficiency
- **Planning and operational resilience:** Integrated planning and optimisation, disciplined capital prioritisation, feedstock and volume protection measures, and robust business continuity arrangements for critical infrastructure

LINK TO 6 CAPITALS AND STRATEGY

MC

IC

S1

S2



Safety of our people and operations

BOARD COMMITTEE: Capital Investment Committee

GEC SPONSOR: Executive Vice President Southern Africa Operations and Transformation

GMR 6

Severe constraints on availability and affordability of critical feedstocks resulting in material operational interruptions, lost revenue or reduction in margins

Material risks relating to availability of critical feedstock that have the potential to result in severe operational interruptions

KEY RESPONSES

- **Near term feedstock quality and operational control:** Daily coal blend and crude slate optimisation, gasifier and asset protection controls, reservoir and well integrity management, and logistics coordination to manage quality variability, throughput constraints and short term disruptions
- **Supply diversification and portfolio optimisation:** Targeted use of external coal and crude sources, multi region feedstock diversification, gas and crude portfolio optimisation, and prioritisation of critical feedstocks and customers to maintain continuity under constrained conditions
- **Strategic supply assurance and governance:** Development of integrated Methane Rich Gas (MRG)/ Liquefied Natural Gas (LNG) solutions, independent reserves and compliance assurance, commercial and regulatory oversight of licences and approvals, and executive level crisis forums to enable rapid escalation, decision-making and adaptive production planning

LINK TO 6 CAPITALS AND STRATEGY

IC

S1

S2



Strengthening relationships with employees, customers, regulators and other stakeholders

BOARD COMMITTEE: Capital Investment Committee

GEC SPONSOR: Executive Vice President Mining



RISKS AND OPPORTUNITIES CONTINUED

Group Material Risks (GMRs) continued

GMR 7.1 * Emerging regulatory changes that impact the cost of doing business or result in material compliance challenges	Material risks relating to unexpected future changes in policy, legislative, and regulatory requirements in the various jurisdictions in which we operate	KEY RESPONSES Policy monitoring and advocacy: Ongoing monitoring of the policy, legislative and regulatory landscape affecting existing and future businesses, with focused advocacy through regulators, industry partnerships and integrated advocacy platforms Stakeholder engagement and reputation management: Proactive, transparent engagement with government, regulators, NGOs and activists to manage expectations, address concerns, and demonstrate Sasol's socio economic contribution and environmental commitments Regulatory positioning and market alignment: Active assessment of energy market developments, targeted applications for licence variations or exemptions, and clear disclosure of environmental roadmaps and GHG reduction targets to support policy alignment and business continuity	LINK TO 6 CAPITALS AND STRATEGY MC SC S1 S2 S3
Strengthening relationships with employees, customers, regulators and other stakeholders	BOARD COMMITTEE: Nominations and Governance Committee GEC SPONSOR: Executive Vice President Commercial and Legal		
GMR 7.2 * Non-compliance with regulatory requirements that negatively impact the ability to do business	Material risks relating to non-compliance issues in policy, legislative, and regulatory requirements in the various jurisdictions in which we operate	KEY RESPONSES Policy advocacy and regulatory positioning: Active application for licence variations or exemptions, supported by an updated Integrated Advocacy Plan and strategic industry partnerships to influence and co shape policy direction Compliance systems and capability: Strong compliance frameworks and assurance processes, including SHE systems and regular reporting, reinforced through targeted eLearning and face to face training for high risk roles Governance and ethical oversight: Robust governance oversight through due diligence, sanctions screening and ongoing engagement with authorities, promoting ethical conduct, transparency and regulatory credibility across the Group	LINK TO 6 CAPITALS AND STRATEGY SC S1 S2 S3
Strengthening relationships with employees, customers, regulators and other stakeholders	BOARD COMMITTEE: Nominations and Governance Committee GEC SPONSOR: Executive Vice President Commercial and Legal		
GMR 8 Information management breaches resulting in business disruptions with a material impact to Sasol's operations and business (Information Technology (IT) and Operational Technology (OT))	Material risk arising from information management incidents and/or breaches that impact the availability of business- and operation-critical systems and compromise data privacy	KEY RESPONSES Cyber defence across OT and IT environments: Active cyber security controls across operational and enterprise systems, including network monitoring, secure access, segmentation, identity and vulnerability management, supported by automated governance, risk and compliance (GRC) enabled critical controls Continuous detection and response: 24/7 Global Security Operations Centre (SOC) providing continuous monitoring, threat detection, coordinated incident response and security awareness to strengthen cyber resilience and operational continuity	LINK TO 6 CAPITALS AND STRATEGY IC S1 S2 S3
Strengthening our foundation business	BOARD COMMITTEE: Audit Committee GEC SPONSOR: Executive Vice President Commercial and Legal		

* Previously, GMR 7.1 and 7.2 were reflected as a single risk event. To enhance risk visibility and management focus, the risk has been separated into two risk events that reflect their distinct risk drivers and key responses but still remain linked

RISKS AND OPPORTUNITIES CONTINUED

Group Material Risks (GMRs) continued

GMR 9 Capital constraints, as well as a limited value accretive strategic portfolio, may limit Sasol's ability to pursue and fully realise optimal shareholder value	Material risks relating to sub-optimal capital allocation decisions and/or not making the right investment choices that could impact shareholder dividend and growth expectations	KEY RESPONSES • Disciplined capital allocation and governance: Value based investment principles embedded across investment development and decision-making, supported by a robust stage-gate process, combined assurance, and adherence to the Group capital allocation framework and approved risk appetite • Balance sheet protection and portfolio management: Active management of the capital portfolio within Group financial targets, considering balance sheet strength, risk tolerance and value accretion, while maintaining a diverse pipeline of prioritised initiatives and research and development opportunities • Capital efficiency through partnerships: Strategic use of joint ventures, partnerships and “over the fence” arrangements to leverage partner capabilities, reduce capital intensity and limit balance sheet exposure	LINK TO 6 CAPITALS AND STRATEGY FC IC S1 S2 S3
Strengthening our foundation business	Sustainably grow and transform	BOARD COMMITTEE: Capital Investment Committee GEC SPONSOR: Group Chief Financial Officer	
GMR 10 Investments may not deliver the committed business value	Material risk relating to project performance and value delivery, driven by both internal delivery risks and risks arising from unexpected changes in the external environment	KEY RESPONSES • Robust opportunity evaluation and assurance: Clearly defined and stress tested business and investment value propositions, supported by appropriate skills, targeted training, due diligence on regulatory requirements, and fit for purpose assurance • External risk monitoring and preparedness: Ongoing monitoring of macroeconomic, geopolitical, supply chain and security developments, supported by proactive contingency planning and risk mitigation • Capital and stakeholder alignment: Consolidated capital management and active stakeholder engagement through the Integrated Advocacy Plan (IAP) to support informed decision making and execution	LINK TO 6 CAPITALS AND STRATEGY FC IC S1 S2 S3
Strengthening our foundation business	Sustainably grow and transform	BOARD COMMITTEE: Capital Investment Committee GEC SPONSOR: Group Chief Financial Officer	
GMR 11 Underperformance relative to peers materially impacting competitive positioning in the market, customer confidence and profitability	Material risks relating to Sasol's ability to remain competitive in the markets in which we operate, including changes in market dynamics, pace of change in the market, competitor landscape, and significant shifts in supply and demand for products. Significant changes in competitor landscape disrupting conventional flow of conducting business	KEY RESPONSES • Market insight and customer focus: Continuous monitoring of supply demand dynamics, customer insights, competitor activity and regulatory/ESG trends, supported by customer relationship management, market research, benchmarking and targeted marketing communications • Commercial excellence and growth: Innovation led product and application development, flexible pricing models, commercial excellence programmes and diversified routes to market, supported by appropriately resourced and trained commercial teams • Supply, pricing and portfolio resilience: Secure and reliable supply through planning and optimisation, inventory management and alternative sourcing, strengthened by long term customer contracts, portfolio diversification and disciplined volume and pricing risk management	LINK TO 6 CAPITALS AND STRATEGY FC S1 S2
Strengthening relationships with employees, customers, regulators and other stakeholders		BOARD COMMITTEE: Capital Investment Committee GEC SPONSOR: Executive Vice President International Chemicals	

RISKS AND OPPORTUNITIES CONTINUED

Group Material Risks (GMRs) continued

GMR 12

Loss of scarce or critical skills in areas of insufficient bench strength with resultant direct material impacts on business continuity and performance

Material risks relating to Sasol's ability to retain scarce or critical skills required for current or future business, in areas where we have insufficient bench strength, or where there is limited availability of required skills in the market

KEY RESPONSES

- **Talent pipeline and succession:** Structured succession planning supported by integrated talent, learning and development frameworks, strategic capability identification, workforce planning, and early talent pipelines (bursars, learnerships and graduate programmes)
- **Retention and Employee Value Proposition:** Competitive and differentiated remuneration, clear career paths, development plans, job enrichment and rotation, stay interviews informed by people analytics, and targeted interventions to retain critical skills
- **Engagement, wellbeing and transparency:** Regular communication on business performance and job security, leadership transparency, employee wellbeing programmes, and actions to strengthen Employee Value Proposition, career development opportunities, performance outcomes and long-term incentive value

LINK TO 6 CAPITALS AND STRATEGY

HC

S1

S2

S3



Strengthening relationships with employees, customers, regulators and other stakeholders

BOARD COMMITTEE: Remuneration Committee

GEC SPONSOR: Executive Vice President: People, Risk, SHE and Corporate Affairs

GMR 13

Not being seen as a credible stakeholder partner with potential material negative impacts on the share price, reputation and brand

Material risks relating to negative stakeholder perception of Sasol

KEY RESPONSES

- **Investor and capital markets engagement:** Delivery against annual guidance and Capital Markets Day (CMD) commitments, supported by regular tracking and transparent engagement with analysts, investors and lenders on progress against the reset strategy
- **Policy, government and media engagement:** Proactive participation in Annual General Meetings, policy forums and regulatory engagements, supported by focused advocacy, Memorandum of Understanding with government, open townhalls and accessibility to media and communications channels
- **Social licence and community engagement:** Ongoing engagement with local and fence line communities, implementation and monitoring of mandatory socio-economic programmes (Employment Equity, Broad-Based Black Economic Empowerment, Economic Social Development) and focused communication of Sasol's contribution to the economy and society

LINK TO 6 CAPITALS AND STRATEGY

HC

S1

S2

S3



Strengthening relationships with employees, customers, regulators and other stakeholders

BOARD COMMITTEE: Safety, Social and Ethics Committee

GEC SPONSOR: Executive Vice President: People, Risk, SHE and Corporate Affairs



RISKS AND OPPORTUNITIES CONTINUED

Group Material Risks (GMRs) continued

GMR 14 Inability to execute on Sasol's strategy	Material risks relating to Sasol's ability to effectively and consistently execute and deliver on the strategy as communicated	KEY RESPONSES • Strategy and scenario alignment: Business intelligence and external insights inform strategy, scenario planning and strategic ambition, with assumptions regularly reviewed and risk scenarios embedded into strategy, budgeting, forecasting and priority initiatives • Agile decision making and execution: Strategic roadmaps and priority initiatives are managed through integrated processes, with proactive recommendations to the GEC, regular portfolio progress reporting, and timely escalation • Capital prioritisation and funding flexibility: Capital allocation prioritised based on value, strategic fit and timing, supported by an opportunity funnel, integrated rolling cash flow forecasts, and consideration of alternative funding options and partnerships where appropriate	LINK TO 6 CAPITALS AND STRATEGY FC S1 S2 S3
 Sustainably grow and transform		BOARD COMMITTEE: Board GEC SPONSOR: Executive Vice President Business Building, Strategy and Technology	
GMR 15 Not achieving emissions reduction targets	Sasol may fail to achieve its targeted 30% reduction in greenhouse gas emissions by 2030, resulting in regulatory non-compliance, financial penalties, reputational damage and potential loss of licence to operate	KEY RESPONSES • Regulatory alignment and climate advocacy: Ongoing technical engagement with the Department of Forestry, Fisheries and Environment and other policymakers to align emissions forecasting, advocate for fair carbon budget allocation, shape Carbon Budget and Mitigation Plan (CBMP) methodologies, and ensure mitigation plans remain realistic and achievable • Delivery of decarbonisation and energy solutions: Active management of emissions reduction programmes and integrated atmospheric emission licence (AEL) solutions, supported by disciplined capital allocation, early fundraising, market led procurement, energy trading capabilities, and engagement with Eskom and grid operators to address capacity constraints • Funding, partnerships and execution assurance: Strategic use of partnerships, long-term contracting and alternative funding options, investment in own carbon credits, milestone tracking of emission reduction roadmap (ERR) initiatives, early warning escalation mechanisms, and ongoing regulator and market communication	LINK TO 6 CAPITALS AND STRATEGY FC IC S1 S2 S3
 Environmental stewardship		BOARD COMMITTEE: Safety, Social and Ethics Committee GEC SPONSOR: Executive Vice President Business Building, Strategy and Technology	

RISKS AND OPPORTUNITIES CONTINUED

Group Material Risks (GMRs) continued

GMR 16

Loss of future income

Material risk of future income loss due to declining gas reserves, access to critical infrastructure, rising input costs, and or uncertainty in long-term supply and pricing structures

KEY RESPONSES

- **Secure future gas and supply optionality:** Development of the MRG bridging and long term solution, accelerated exploration and appraisal in Mozambique and other regions, and advancement of LNG sourcing strategies, supported by proactive regulatory engagement on pricing and approvals
- **Portfolio growth and revenue diversification:** Engagement with Joint-Venture partners on alternative opportunities, expansion into sustainable fuels, chemicals and power, and strengthening commercial agility through flexible offtake and pricing arrangements
- **Strategic planning and capital alignment:** Integration of future income and supply risk into scenario based strategic planning, market modelling and capital allocation decisions to support resilient long-term value creation

LINK TO 6 CAPITALS AND STRATEGY

FC

NC

S1

S2

S3

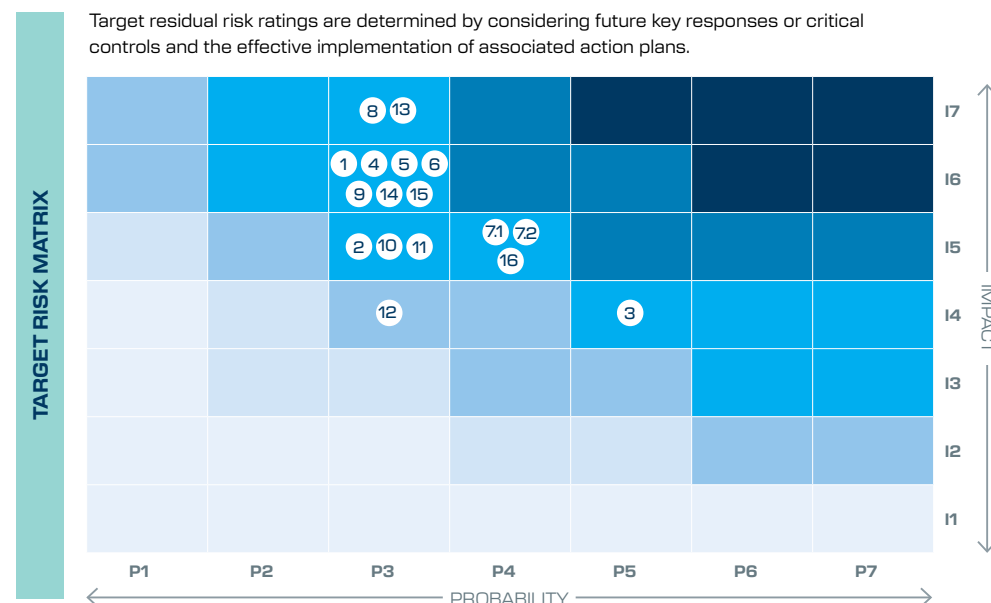
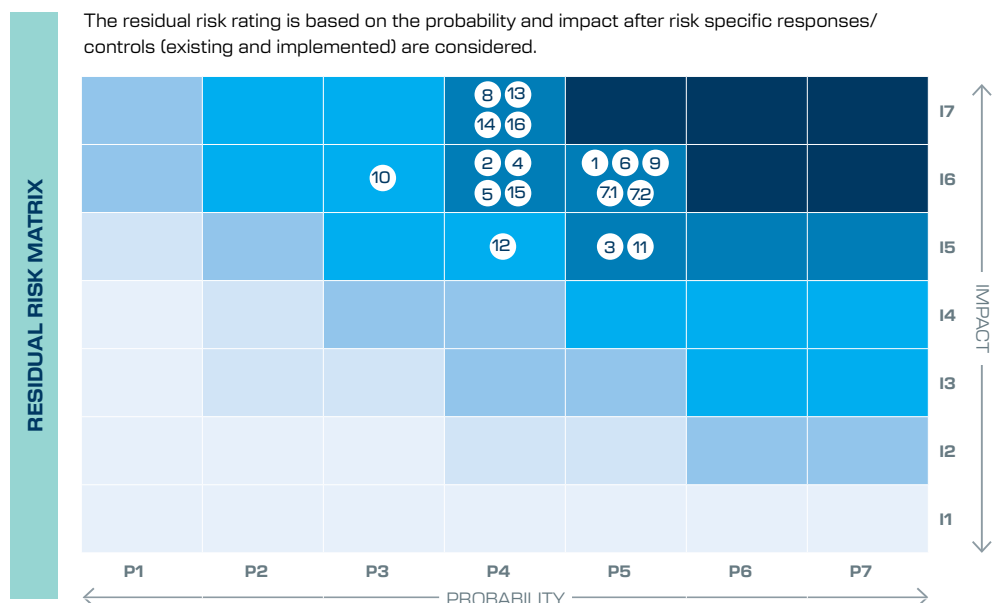
Sustainably grow and transform

BOARD COMMITTEE: Safety, Social and Ethics Committee, Capital Investment Committee

GEC SPONSOR: Executive Vice President Business Building, Strategy and Technology

Rating of GMRs

Residual risk reflects the level of risk remaining after existing controls, while target risk represents the intended risk level once planned actions are implemented in line with Sasol's risk appetite.



RISKS AND OPPORTUNITIES CONTINUED

GMR Watchlist to track and monitor emerging risks

Emerging risks are uncertain and potentially disruptive, often driven by shifts in technology, policy, economic conditions, or geopolitics, and may not be effectively addressed through traditional risk tools.

Guided by its ERM Framework and Risk Policy, Sasol identifies and monitors emerging risks through environmental scanning and incorporates relevant insights into planning and decision-making.

Sasol recognises that the emerging risks affects the GMRs directly and indirectly.

Sasol's approach enables us to remain agile and prepared for emerging challenges and includes:

- Detecting early signals that may evolve into significant risks
- Embedding insights into scenario analysis and resilience strategies
- Collaborating across the organisation to assess potential impacts on operations, reputation, and performance

GEOPOLITICAL THREATS	TECHNOLOGY DEVELOPMENTS INCREASING CYBER THREATS	CLIMATE AND ENERGY TRANSITION RISKS	SUPPLY CHAIN AND UTILITIES DISRUPTIONS	STAKEHOLDER ACTIVISM (SHAREHOLDERS, ACTIVISTS AND NGOS)	REGULATORY AND POLICY UNCERTAINTY (NEW)
• Heightened geopolitical instability and conflict elevating risk of regional disruptions including civil unrest • Rising protectionism, tariffs, and sanctions impacting supply chains and market access • Political instability, civil unrest and regulatory uncertainty weakening investment confidence	• Rapid digitalisation and artificial intelligence increasing cyber and data risk exposure • Growing sophistication of cyber threats, including ransomware and OT attacks on critical infrastructure • Increasing complexity and interconnectedness of digital and operational technology systems	• Uncertainty around the pace, timing, and affordability of the energy transition • Shifting energy demand, technology adoption, and policy alignment creating execution risk • Energy market volatility driven by geopolitical developments	• Ongoing supply chain fragility driving cost inflation and delays • Infrastructure and utility reliability impacting operational resilience • Resource constraints affecting production continuity and flexibility	• Growing ESG and climate scrutiny from shareholders, activists, and NGOs • Activist influence on public discourse, financing, and expectations • Evolving expectations for disclosure, transparency and engagement practices	• Rapid and complex regulatory change creating planning and investment uncertainty • Shifting compliance requirements and enforcement impacting affordability and execution • Policy direction increasingly influenced by energy transition, geopolitics, and stakeholders
KEY RESPONSE					
• Diversifying sourcing and routes to reduce regional dependence • Enhancing geopolitical scanning and scenario analysis for decision-making • Strengthening regional and partner resilience to mitigate disruptions	• Strengthening cyber resilience, digital governance, awareness and intensified training • Leveraging technology and automation to improve reliability, safety, and efficiency • Intensify training to ensure relevance • Collaborating with partners to enhance threat intelligence and defence capabilities	• Maintaining flexibility in investment and portfolio decisions amid uncertainty • Advancing transition opportunities while balancing affordability, reliability, and security • Monitoring energy markets to anticipate shifts and maintain competitiveness	• Building supply chain resilience through diversification, localisation and alternative sourcing • Investing in asset reliability and infrastructure resilience to mitigate disruptions • Driving efficiency and optimisation to offset cost and resource constraints	• Enhancing disclosure transparency, consistency, and quality to build trust • Proactively engaging stakeholders to understand expectations and concerns • Using stakeholder insights to strengthen strategy and long-term value creation	• Monitoring regulatory changes to inform strategy • Engaging regulators and industry to support pragmatic outcomes • Using regulatory insight to anticipate change and opportunities • Building flexibility into investment opportunities

RISKS AND OPPORTUNITIES CONTINUED

Opportunities

Sasol's opportunity identification is integrated with ERM, strategic planning, and business performance processes. Opportunities are identified through the same materiality-driven lens used to assess GMRs, focusing on value and resilience arising from risk responses, strategic initiatives and external change. The table below summarises selected high impact opportunities which are linked directly and indirectly to the GMRs.

OPP1

Value realisation from market dislocations and supply disruptions

Accelerating geopolitical instability, logistics disruption and demand shifts are creating short- to medium-term pricing, margin and regional arbitrage opportunities, particularly in the energy and chemicals markets.

OPP2

Operational and cost resilience through transformation initiatives

Transformation programmes addressing underperformance also unlock structural improvements in unit costs, cash generation and earnings resilience across cycles.

OPP3

Feedstock and supply chain diversification

Diversifying crude baskets, sourcing options and operational configurations reduces dependence on constrained inputs and strengthens long-term supply optionality.

OPP4

Carbon tax recycling and transition incentives

Evolving carbon tax frameworks and recycling mechanisms or similar investment allowance provide opportunities to offset carbon cost exposure through reinvestment into abatement, efficiency and transition-aligned initiatives.

OPP6

Digital and technology enablement (AI, OT, cyber, advanced analytics)

Investments in digital resilience and analytics improve asset performance, predictive maintenance and decision-making while strengthening cyber detection capabilities.

OPP5

Geopolitical fragmentation and strategic positioning in South Africa

Geopolitical shifts and industrial policy are heightening the focus on energy security and local value creation, opening opportunities to strengthen strategic positioning and stakeholder partnerships.

OPP7

Electricity market reform and supply optionality

Structural reform in South Africa's electricity market enables diversification of supply, improved cost stability and reduced reliance on a single provider.

OPP8

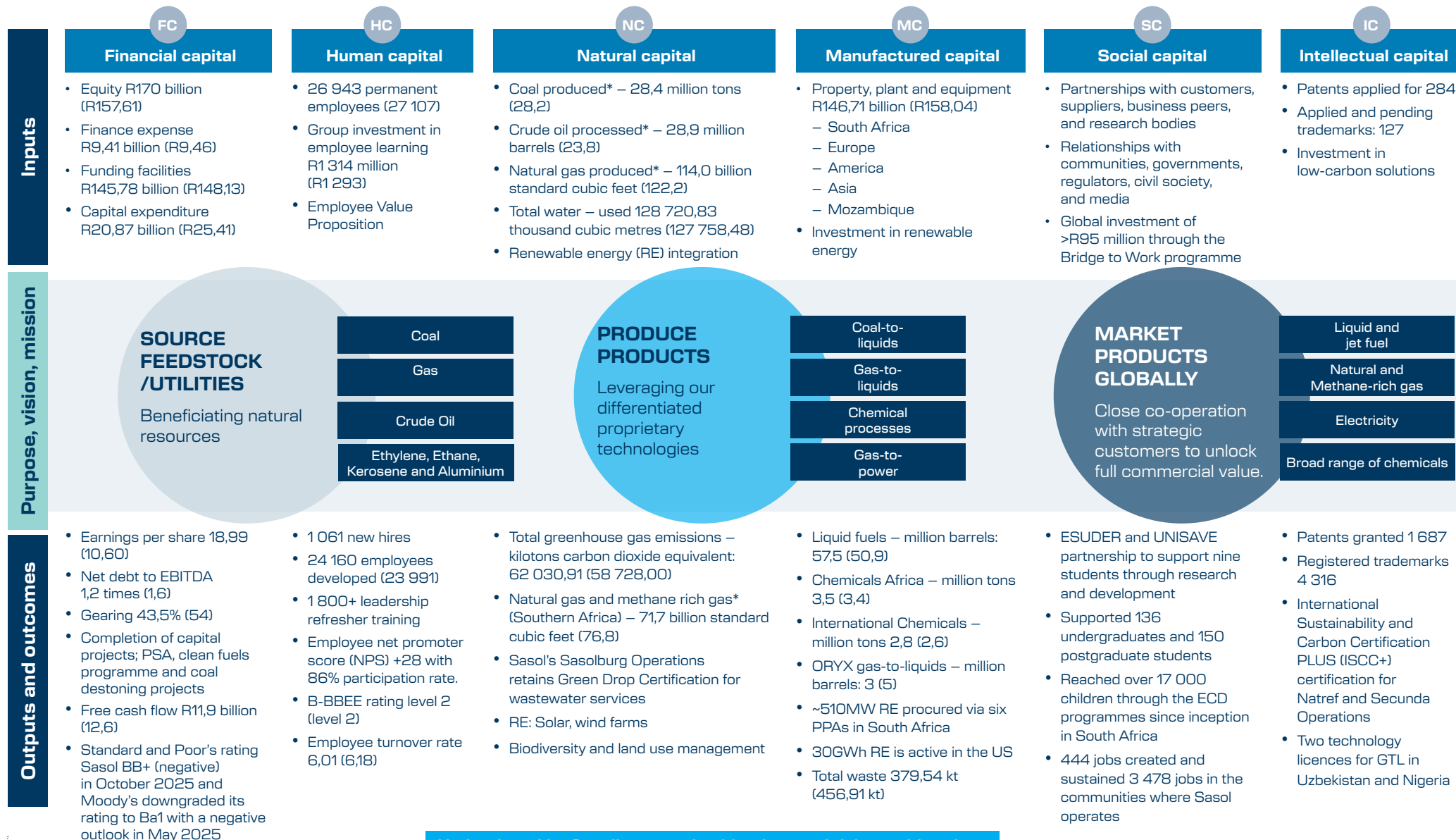
Chemicals portfolio repositioning

Changing market dynamics create opportunities to optimise portfolios, redirect volumes and strengthen regional market positions through sustainable solutions and attractive offerings.



BUSINESS MODEL USING THE SIX CAPITALS

By transforming sources of capital through business activities, Sasol is able to deliver on its strategy and advance the United Nations Sustainable Development Goals (UN SDGs). While building and operating facilities that convert hydrocarbon feedstock into a range of high-value products, Sasol strives to be inclusive, responsible and sustainable. The intention is to maximise value creation and minimise negative impacts.



Underpinned by Sasol's strategic objectives and risk considerations

* Data aligned with performance metric and sales publication

BUSINESS MODEL USING THE SIX CAPITALS CONTINUED

Outcomes and trade-offs

FC

Financial capital

CAPITALS IMPACTED	VALUE
NC An improved financial position will enable us to invest in a more sustainable Sasol and to ensure greater resource efficiency	+
MC A strong financial position will enable investment to improve production capability and to grow and transform	+
SC An improved financial position will yield investment and sponsorships to the communities we operate in	+

Key actions to sustain value



- Optimisation of free cash flow generation
- Disciplined management of costs and capital
- Restoring operational performance, which supports revenue growth
- Capital spend to sustain operations (1st order) and growth projects (2nd order)

HC

Human capital

CAPITALS IMPACTED	VALUE
SC Fatalities, injuries, and other safety-related incidents experienced by our employees	-
Continual investment in initiatives that benefit the local communities we operate in	+
MC Digital human resources initiatives to enable greater efficiency, governance, compliance, and optimisation of processes	+
FC Ongoing investment in safety training, equipment, and infrastructure is expected to result in fewer or no incidents	+

Key actions to sustain value



- Promoting a culture of safety and Zero Harm for employees and contractors
- Strengthen Leadership Effectiveness and Capability Development
- Invest in employees and talent management to build a strong talent pipeline
- Digitise HR to improve efficiency and employee experience

NC

Natural capital

CAPITALS IMPACTED	VALUE
FC Investment in renewable energy sources will lessen the environmental impact and lower operational costs in the long term	+
HC Potential redundancy and building skills relevant for the Grow and Transform strategic pillar	+
SC Enhancing our social licence to operate and contributing to improved credibility among stakeholders	+
MC Ability to sustain the foundation business to continue value creation	+

Key actions to sustain value



- Sustainable value chains using proprietary technology and existing assets to convert diverse feedstocks into products which are aligned to customer needs
- Reduce carbon intensity in line with strategy
- Deliver the 2GW of renewable energy by 2030
- Continued engagement with stakeholders on to unlock sustainable value creation
- Continual upskilling for the low carbon future

+ value creation - value erosion ○ value preservation



BUSINESS MODEL USING THE SIX CAPITALS CONTINUED

Outcomes and trade-offs

MC

Manufactured capital

CAPITALS IMPACTED	VALUE
FC Disciplined management of costs to improve profitability Investment in innovative technologies to improve productivity	➤ +
IC Incubating new technologies, products, and low-carbon opportunities	➤ +
SC Improving credibility and making Sasol a preferred partner, employer of choice and reliable supplier	➤ +
HC Fatalities and injuries of employees in the daily operations	➤ -

Key actions to sustain value

- Drive safe, efficient, and reliable operations
- Sustainable and reliable product offtake
- Investment in new technology and value-accretive innovation



SC

Social capital

CAPITALS IMPACTED	VALUE
FC Sustaining partnerships with stakeholders to ensure business continuity and licence to operate	➤ ○
HC Continued investment in upskilling employees through various education initiatives and bursary support	➤ ○
IC Opportunity to create partnerships through social and innovative initiatives to enhance our strategic objectives	➤ ○

Key actions to sustain value

- Continued investment in community programmes such as health, service, education, infrastructure, and sports
- Optimisation of capital to continue funding and investment in surrounding communities
- Mobilise employees to be a force for good
- Provide access to facilities and training to reduce the critical skills gap



IC

Intellectual capital

CAPITALS IMPACTED	VALUE
HC Encouragement to innovate as new patents and technologies are presented, granted, and registered	➤ +
SC Advance partnerships to discover new and innovative technologies	➤ +
NC Focus on renewable and sustainable technologies to advance our Grow and Transform strategy	➤ +

Key actions to sustain value

- Improve financial capital to advance new value-accretive opportunities
- Promote active employee participation in innovation-related initiatives, engagements, and collaborative activities
- Ongoing focus on reducing carbon intensity in line with strategy



value creation
 value erosion
 value preservation





EXECUTING STRATEGY

Sasol is positioning itself for long-term sustainable growth through its short to medium focus on strengthening its foundation business and financial position, while at the same time advancing its Growth and Transformation strategy.

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OPERATING CONTEXT

External and internal influences impact Sasol's ability to do business sustainably

The energy security and environmental influences have been pivotal in defining the energy and chemical sectors. The global push towards decarbonisation and the economic pressures have driven the adoption of renewable energy technologies, providing Sasol with an opportunity by leveraging its own demand to create momentum and establish a platform for value-accretive and sustainable growth, while maintaining pace with customer needs.

DRIVER

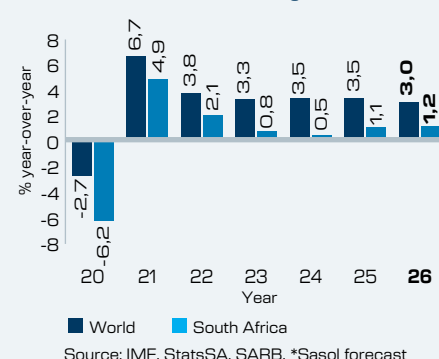
FINANCIAL MARKET

Macroeconomic environment

In 2026, global economic activity was resilient in the face of several challenges, including tariff and trade frictions, elevated policy uncertainty and the Middle East conflict. Although South Africa's economic performance was uneven, there was an improvement in investor confidence and more favourable credit ratings underpinned by fiscal consolidation and ongoing structural reforms. The US economy remained on a firm footing, supported by household spending and business investment. In contrast, Euro area growth was subdued, as low levels of business and consumer confidence, strained industrial activity and muted external demand weighed on the region's performance.

The path to a lasting resolution to the Middle East conflict remains uncertain, while geopolitical and trade policy development will likely continue to impact energy and commodity markets. This, along with evidence of supply chain bottlenecks, input cost pressures, cost of living increases and tighter monetary policy in some countries, poses significant downside growth risk in the coming year. Against this uncertain backdrop, we continue to utilise scenario analysis, resilience testing and hedging strategies to help mitigate the effects of external factors beyond Sasol's control.

World and South African GDP growth (%)



Average exchange rate (US\$/R)



Crude and product markets

During the financial year, global oil prices weakened to a low point below US\$65/bbl in December, driven by expectations of oversupply amid the return of volumes previously curtailed by OPEC and softer demand indicators. This downward trend was subsequently reversed by the outbreak of conflict between the US and Israel on the one hand, and Iran on the other, which introduced a significant geopolitical risk premium and resulted in pronounced price volatility. As a consequence, market dynamics shifted from oversupply concerns to conflict-driven supply disruptions, with prices increasingly influenced by the continued constraint of production from the Middle East and transit through the Strait of Hormuz. Prices subsequently reached a high of US\$144/bbl during April, averaging US\$80/bbl over FY26.

Crude oil markets are expected to remain highly sensitive to geopolitical developments, OPEC+ production decisions and the pace of global demand growth. While the return of previously curtailed supply could cap prices in the absence of further disruptions, continued uncertainty around the Middle East conflict and the risk of interruptions to key trade routes are expected to keep volatility elevated and provide support to prices.

Energy downstream markets diverged, with refined products outperforming chemicals. Refined product markets remained structurally tight, due to constrained global refining capacity, sanctions related disruptions to Russian product exports, and logistics and supply dislocations. Middle distillates, particularly diesel, benefitted from limited supply, higher logistics costs, and the Middle East conflict. In contrast, chemical markets stayed in a prolonged downcycle, as persistent global oversupply, driven largely by capacity additions in China and the Middle East, continued to outpace weak and uneven demand growth. This kept prices and margins under pressure, which has triggered some rationalisation announcements.

Refined product markets are likely to remain tight given low inventory levels globally, sanctions-related trade disruptions and elevated supply chain costs, which should support near-term margins. Chemical markets are expected to recover only gradually, with persistent oversupply likely to keep margins under pressure until capacity rationalisation and stronger end-market demand restore a more balanced market.

Average Brent crude oil (R/bbl)



OPERATING CONTEXT CONTINUED

LEGAL, REGULATORY AND GOVERNANCE

DRIVER

Revised policy and regulatory stipulations

Sasol operates in a highly regulated environment and shifts in policies can impact its earnings. Adherence to compliance is imperative as a licence to operate, and we adhere to local requirements and best practice. The carbon tax framework in South Africa up to 2030 provides some level of certainty, while the potential impact of Carbon Border Adjustment Mechanism and carbon tax framework beyond 2030 remains uncertain. Sasol engages with the relevant regulatory agencies to provide commentary on proposed policy and regulatory amendments. In addition, tariffs and trade uncertainties could also impact business.

OPERATIONAL

DRIVER

Cybersecurity

Sasol's information security approach supports business continuity and the long-term success and sustainability of the company. Sasol prioritises the security and integrity of its digital infrastructure, applies best-practice measures across its digital estate, and remains committed to protecting its systems and data from threats such as theft, damage, cybercrime, and security breaches.

Feedstock availability/cost

Geopolitical conflicts combined with South Africa-specific factors, including weak transport and logistics infrastructure, crime, and socio-political challenges, contributed to a volatile and difficult-to-predict operating environment. These global macroeconomic conditions added to pressure on the US dollar, which contributed to a strengthening trend in the rand exchange rate.

Volume output

Production volumes remain a key lever for profitability and value creation. Strengthening operational reliability, enhancing adaptation to environmental impacts, managing supply constraints, and optimising the integrated value chain are critical to sustaining output performance and enhancing resilience over time.

PEOPLE

DRIVER

Retention of scarce and critical skills

Retaining the skills of Sasol's values-driven employees is imperative for the current and future business.

The global skills shortage and resulting competition are a growing challenge, considering the global energy transition. Financial pressures are among the challenges that could hamper efforts for fit-for-purpose skills development.

Sasol's efforts to foster a culture of inclusion and belonging, together with its competitive remuneration, learning and growth opportunities and overall Employee Value Proposition, help to mitigate this challenge.

Safety

Safety remains a core value and integral to how we operate, make decisions and create sustainable value. Commitment to provide a safe working environment and ensuring all people go home from work safely everyday is fundamental.

Sasol continues to reinforce leadership accountability and culture initiatives that supports Zero Harm ambition.

STRATEGY

Delivering full potential while positioning for long-term value

Sasol's strategic intent is to enhance near-term value delivery while laying the foundations for sustainable long-term growth.

This is underpinned by disciplined execution, portfolio resilience and rigorous capital allocation, guided by clear trade-offs between performance, balance sheet strength and the pace of transformation. Through this approach, Sasol aims to build a more resilient, competitive and future-ready business, aligned with integrated value creation and supported by clear delivery against defined targets.



** Earnings before interest, tax, depreciation and amortisation

*** Includes the benefit of a more supportive macro-economic environment in Q4 FY26

STRATEGY CONTINUED

Strategic pillar

2

GROW AND TRANSFORM

Business of tomorrow

Strategic objective S3

Business building

Grow and transform by reducing portfolio carbon intensity while scaling value-accretive, lower-carbon businesses that enhance long-term resilience and shareholder value.

Priorities

Scale a competitive renewable energy platform

Advance sustainable fuels and chemicals selectively

Protect and extend value from the gas value chain

FY26

Partial fine coal solution: Commissioning of **fine coal beneficiation facility**.

Delivered fine coal beneficiation facility (Destoning) in December 2025 as a key enabler for the emission reduction roadmap delivery

➤ Refer to pages 53 and 56 for more details.

Achieved ISCC+ certification for renewable diesel, SAF and comonomer products via the Natref and Secunda facilities

FY27 TARGET

1 – 2 million
litres per annum
sustainable product
offtake.

OUTLOOK

Approximately
2GW RE
operational by
FY30+

>10mt Scope 2
GHG reduction
by FY30
(cumulative)



Sasol's strategy provides a clear pathway to near-term value delivery and optionality for long-term value creation

The strategy is anchored in defined commitments through FY28, providing a clear pathway to strengthen the foundation, advance growth and transformation, resulting in financial resilience being restored. In parallel, work is underway to define the company's ambition beyond FY28, clarifying the strategic direction, portfolio choices and trade-offs required for sustained competitiveness and long-term value creation.

STRATEGY CONTINUED

Credibility through disciplined execution

Sasol's strategy remains relevant despite heightened volatility across the energy and chemicals sectors, characterised by shifting market dynamics and capital constraints.

The focus has sharpened on delivery; stabilising near-term performance, rebuilding momentum and creating the financial headroom to pursue future growth and transformation opportunities.

S1

In Southern Africa, performance improvement efforts are translating into tangible outcomes.

Coal quality has improved with the destoning plant online, while Mining initiatives to improve own coal production and reduce external purchases will continue into FY27. Southern Africa cost competitiveness has improved, with FY26 breakeven of approximately US\$49/bbl achieved, in line with market guidance. Excluding the macroeconomic tailwinds and the absence of a Secunda shutdown, the breakeven would have been US\$55 – 58/bbl. This improvement reflects the outcome of focused execution across the value chain, even against a backdrop of continued external market volatility seen in FY26 as a result of the Middle East conflict. Operational reliability across the core asset base has also strengthened, with Secunda sustaining production above 7,2Mt, significantly improved gasifier availability and Natref improvement from FY25, demonstrating regained operational control.

Gas continues to play a strategic bridging role, with Mozambique gas solutions sustaining near-term value while longer-term structural enablers such as policy, pricing, the production sharing agreement coming online and long-term LNG options are actively advanced. In the near term, methane rich gas from Secunda will successfully bridge the supply for external customers until LNG is available, subject to pricing considerations. In parallel, the emission reduction roadmap (ERR) has been reset to materially lower capital intensity, avoid Secunda turndown and better align decarbonisation with value protection.

SA Brent oil break even
US\$49/bbl

S2

Driving disciplined execution against the Capital Market Commitments to reset and strengthen the IC business.

The strategic reset initiatives are driving disciplined self-help actions, prioritising cost reduction, portfolio optimisation and operational reliability rather than reliance on market recovery. Decisive portfolio actions, including mothballing and closures across selected assets such as European Union (EU) Alkylphenol and the HF linear alkyl benzene (HF-LAB), US Guerbet alcohols and America Phenolics, have reduced structural losses and lowered cash fixed costs. Organisational and operating model simplification as well as commercial initiatives are progressing, with a targeted 15 – 20% reduction in cash fixed costs versus FY24 and early benefits already visible in FY25 and FY26 run-rate performance. Approximately US\$150 – 200m of Adjusted EBITDA is directly as a result of the benefit of stronger pricing associated with the Middle East conflict.

EBITDA
US\$604m

S3

Across business building, execution has moved from concept to delivery.

The renewable power platform has entered scaled execution, and achieving early cost savings and reducing carbon intensity aligned with Sasol's ERR. Renewable energy trading licence received and early cost savings and Scope 2 emission reductions achieved. Sustainable fuels and products have been de-risked through early-stage milestones, including ISCC+ readiness, progression of Sustainable Aviation Fuel at Natref and the establishment of technology partnerships, creating credible development pathways.

~510MW
RE is already online



STRATEGY CONTINUED

Sasol is advancing a structured approach to position the portfolio for sustained value creation beyond FY30 – anchored in disciplined portfolio choices, enhanced competitiveness, and a pragmatic pathway through the energy and chemicals transition.

FY30+

Future-fit Portfolio Shaping

Progressing a systematic review of portfolio roles and “right-to-win” positions across core and emerging value pools

Differentiating assets and businesses into cash-generative foundations, optimisation opportunities, innovation and future growth platforms

Assessing selective participation in adjacencies and new value chains, with a focus on scale, partnering, and capital efficiency

Building a long-term portfolio that supports both resilience and exposure to structurally growing markets

Strengthening Core Value Chains

Driving end-to-end value chain optimisation across coal, gas, and chemicals to improve structural margins

Identifying integration benefits and bottleneck releases to unlock latent capacity and improve throughput economics

Advancing cost and reliability improvements through operational excellence, resource optimisation, and selective technology deployment

Enhancing market positioning and product mix flexibility to respond to evolving demand and pricing dynamics

Capital Allocation and Value Discipline

Embedding sharper capital allocation frameworks aligned to risk-adjusted returns, cash generation, and strategic relevance

Introducing clearer guardrails for investment prioritisation, balancing reinvestment in the base with disciplined growth

Strengthening portfolio trade-off decisions, including pacing, sequencing, and optionality preservation

Ensuring resilience under multiple scenarios, including commodity cycles, policy changes, and transition dynamics

Value-Led Transition and Strategic Optionality

Develop a measured, value-driven transition approach that aligns decarbonisation with regulatory direction, economic viability, and broader portfolio strategy

Maintain strategic flexibility through phased entry, partnerships, modular investments, and staged capital deployment rather than binary commitments

Identify and scale lower-carbon and higher-growth opportunities selectively as technology, policy, customer demand, and economics evolve

Balance near-term earnings protection with long-term repositioning by prioritising competitive, scalable investments that avoid value dilution

Execution and Organisational Enablement

Strengthening integration and decision-making across business to support a more dynamic strategy

Embedding clear accountability and performance metrics aligned to portfolio roles and value creation objectives

Evolving toward a more growth-oriented and externally anchored mindset, while maintaining cost discipline

Building capability in strategic partnerships, portfolio management, and capital agility

This work reflects a deliberate shift from static planning toward a more dynamic, choice-led strategy – ensuring Sasol protects the strength of the base while building credible, flexible pathways into the future. The emphasis remains on disciplined execution, capital efficiency, and positioning the portfolio to compete across a range of future market scenarios.

STRATEGY CONTINUED

Resilience of Sasol's portfolio

The current context is defined by continued global growth under heightened fragility, with geopolitical and policy uncertainty a feature of the operating environment. Global GDP growth remains positive but below historical averages, supported by technology investment and easing inflation, while constrained by trade friction, elevated debt levels and limited fiscal space. Macroeconomic volatility persists rather than recessionary collapse, making resilience and balance sheet strength pure growth exposure.

Geopolitics has shifted from episodic disruption to structural fragmentation. Strategic rivalry – particularly between the US and China – continues to reshape trade, technology and industrial policy. Ongoing conflicts in Ukraine and the Middle East sustain energy price volatility and expose the sensitivity of inflation, logistics and supply chains to political shocks. Governments increasingly treat trade, energy and technology as national security instruments rather than efficiency-driven systems.

Global trade remains resilient but is re-routed rather than liberalised. Industrial policy has overtaken free trade as the organising principle, with subsidies, tariffs, local content rules and carbon border measures shaping capital allocation. Supply chains are shortening and realigning via “connector economies” such as the association of South East Asian nations (ASEAN), India and Mexico, while carbon intensive and trade exposed sectors face rising regulatory and cost pressures.

Technology – especially artificial intelligence (AI) – is the strongest accelerating force. AI drives a semiconductor super cycle, data centre expansion and rising power demand, linking digital competitiveness directly to energy system resilience.

Scenario updates

Sasol updates its global and South African scenarios annually to reflect changes in the external environment and to test the resilience of its strategy. The scenarios draw on external scenario sets, market intelligence, internal modelling and expert insights, providing a balanced but challenging view of possible futures. They support strategy development, risk identification, opportunity assessment and decision-making.

Scenarios are not predictions. They are alternative but plausible futures used to understand uncertainty, strengthen strategic resilience and inform decision-making. They are most useful when considered together, as elements of different scenarios may emerge simultaneously. Although this writeup reflects a climate and emissions bias, which is important for Sasol, the underlying scenarios cover a wider range of issues including geopolitics, regulation, consumer responses, technology advances and market conditions.

Scenario 1 CURRENT PATHWAY (TEMPERATURE INCREASE 2 – 3°C)

The Current Pathway reflects a world in which the energy transition continues, but at a measured and uneven pace. Global economic growth stabilises at around 3%, supported by a gradual normalisation of commodity cycles, although periodic volatility remains a persistent feature of markets. Policy ambition advances incrementally, and while technology adoption continues, it does not accelerate to its full potential due to affordability, infrastructure, and coordination constraints. Fossil fuels remain a significant part of the global energy mix for longer, with transition pressures building steadily rather than abruptly. Overall, this scenario represents a pragmatic continuation of current trends, characterised by ongoing uncertainty, episodic shocks, geopolitical tensions, and sustained adaptation spending as global warming progresses.

Scenario 2 FRAGMENTED WORLD (TEMPERATURE INCREASE >3°C)

Higher tariffs, increased conflicts and tensions – result heightened uncertainty and a more fragmented global economy.

New geographic trade relationships raise security of supply concerns for energy, commodities and components, increasing the cost of minerals and metals key to the energy transition, further increasing affordability challenges.

Adaptation costs are significant, related to more frequent and extreme weather events.

SIGNPOSTS

Signposts to monitor activity in each of the scenarios include:

- **Global trade restrictions and tariffs;** intra bloc trade versus cross-block trade
- **Frequency of Regulatory and policy changes** including RED II, flexible allocation, carbon border tax design
- **Global and South African carbon regulation** including carbon tax recycling and carbon budget
- **Macroeconomic drivers** such as oil price, rand/dollar exchange rate, inflation, economic growth, product prices, feedstock price, upstream investment, ethane-ethylene price spreads, South Africa GDP/capita
- **Electricity growth versus GDP growth** and renewables energy spend versus grid spend
- **Sustainability strategy** and associated costs of investment required
- **The pace of technology development**
- **Financing and funding trends** and requirements
- **Align transition pace with customer needs**

STRATEGY CONTINUED

Scenario 3
COOPERATIVE
WORLD
(TEMPERATURE
INCREASE
1,5 – 2°C)

In the Cooperative World, strong multilateral cooperation underpins faster progress on both climate action and economic development. Governments align policy frameworks, trade barriers are reduced, and technology sharing accelerates innovation and deployment across regions. The energy transition advances more rapidly, supported by lower market volatility and clearer policy signals, enabling capital to flow into low-carbon solutions with greater confidence. Fossil fuel demand declines more quickly, while petrochemical demand comes under increasing pressure from higher recycling rates, circularity, and improved material efficiency. Overall, this scenario is defined by greater system efficiency, faster technology diffusion, and a more predictable operating environment—albeit with structural pressure on traditional hydrocarbon-based activities. Adaptation costs are moderated as the system transitions away from fossil-based feedstocks.

Scenario 4
NET ZERO
WORLD
(TEMPERATURE
INCREASE ~1,5°C)

The Net Zero World assumes a strong and coordinated global commitment to limiting warming to 1,5°C, supported by stringent policies, carbon pricing mechanisms, and penalties for emissions-intensive activities. Decarbonisation accelerates rapidly across all sectors, leading to a sharp decline in fossil fuel demand. Low-carbon technologies—including renewable power, green hydrogen, and circular business models—scale quickly as capital is redirected toward sustainable systems. While this scenario delivers the most decisive climate outcome and the lowest long-term adaptation costs, it is currently less probable given geopolitical and economic realities. Nevertheless, it remains a critical reference case for stress-testing strategies, investments, and resilience under conditions of rapid and potentially disruptive transition.



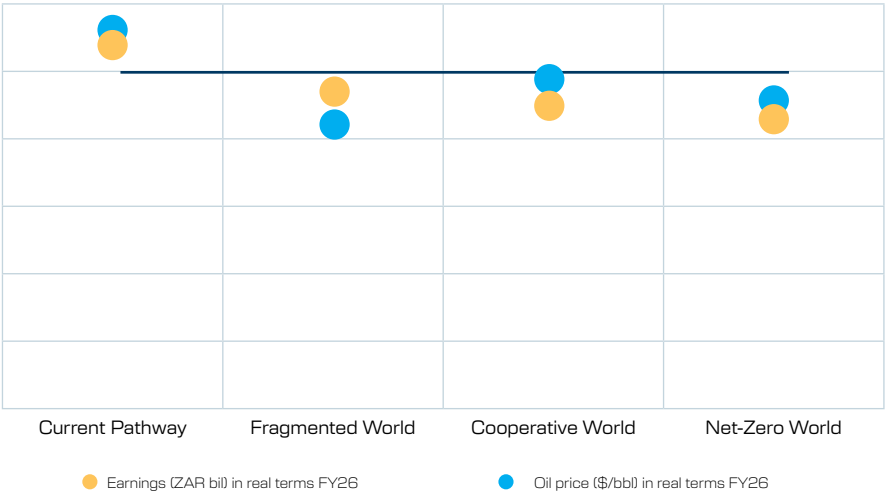
Quantitative robustness testing of the strategy to FY30

Scenarios are used to test the robustness of our strategy, both qualitatively and quantitatively, to assist in identifying potential risks and opportunities as well as to improve overall strategic resilience. The result of the robustness testing assists in shaping the Sasol of the future strategy and in identifying possible risks to the strategy. Sasol is actively monitoring opportunities for further value creation into the future.

The testing process involves developing price assumptions for each product and feedstock under each scenario, including oil, refined products, natural gas, chemicals and US ethane. These price assumptions, together with the outcomes of the financial modelling, are reviewed and approved by the Sasol Group Assumptions Committee. Through Group Finance, a detailed financial modelling exercise is then undertaken to test financial robustness through to FY30, using Earnings Before Interest, Taxes, Depreciation and Amortisation (EBITDA) as the key metric. The modelling outcomes are subsequently signed off by the Assumptions Committee and used to inform decision-making.

The graph below shows the outcome of the qualitative robustness test. The line indicates the indexed FY26 EBITDA in the Current Pathway at an index of 100. This is compared to the indexed values in the scenarios in FY30 relative to the 100 index line. The comparison in the different scenarios is dependent on the relative oil price and feedstock cost variations. Despite varying scenarios, Sasol employs an agile process that proactively adjusts and shapes its strategy, enhancing resilience by capitalising on new, sustainable growth opportunities.

EBITDA and oil price index in 2030



STRATEGY CONTINUED

Qualitative robustness testing of the strategy to FY30

Here Sasol applies a grading system to assess different elements of the Future strategy to 2030 by convening a multi disciplinary team from across the business to evaluate the robustness of the strategy across a range of themes under each of the four scenarios. These themes include potential stakeholder responses including from shareholders, non-governmental organisations and government; the strategy's dependence on policy and regulatory changes; fluctuations in demand for liquid fuels and chemicals; market and competitive dynamics affecting liquid fuels and chemicals; and the executability of the strategy, including considerations such as the operating model, partnerships, capabilities, skills availability and the financial framework.

Outcome of qualitative robustness test

Sasol is progressing the GHG Emission Reduction Roadmap towards a 30% reduction target by 2030 by adopting new sustainable energy and feedstock opportunities, improving energy efficiency and incubating and scaling new sustainable opportunities to grow new value chains. Many of these activities like renewable diesel, renewable energy and bio-based feedstocks, are housed in our Business Building. The effect of these new lower carbon opportunities will be felt across Sasol both in South Africa and internationally.

Approximate temperature target (°C)

INTERNATIONAL CHEMICALS

Across all scenarios, demand for chemical products is expected to expand, largely driven by demographic growth and rising living standards. Within this context, IC remains positioned as an enabler of more efficient resource use—supporting lower energy intensity, reduced waste, and improved product performance across value chains. Its portfolio already reflects this shift, offering a mix of conventional and more sustainable solutions, including biosurfactants, palm free alternatives, and lower carbon-intensity synthetic alcohols.

Despite this progress, the commercial environment in the near term remains constrained. Customers continue to prioritise cost competitiveness, limiting their willingness to recognise or pay for sustainability-linked product attributes. As a result, value capture from these offerings remains gradual rather than immediate.

From an execution perspective, the strategic direction is established and supported. Delivery will depend on maintaining operational discipline – managing cost structures, aligning products with evolving market requirements, ensuring effective market access, and sustaining the required technical and commercial capabilities. Current indications suggest alignment between management ambition and shareholder expectations.

Under the Cooperative and Net Zero scenarios, the operating context becomes more demanding. Decarbonisation requirements accelerate, while competitive intensity increases as both incumbents and new entrants scale greener and circular product alternatives. In parallel, regulatory and cost pressures rise – most notably through the phase-out of free Emissions Trading Scheme allocations in Europe post-2026, which introduces additional compliance costs. Together, these dynamics are likely to weigh on margins and returns relative to more moderate transition pathways.

SA FUELS AND CHEMICALS BUSINESS BUILDING

Recognising South Africa's developmental status, Just Transition imperatives and energy realities, the pace of transition is likely to lag that of more advanced economies. This underpins relatively stable demand through to 2030. However, in transition-led scenarios such as Cooperative and Net Zero, the direction of travel shifts more decisively – requiring faster emissions reduction and a gradual repositioning away from coal-based feedstocks.

External factors further shape the outlook. A sustained lower oil price environment compresses earnings resilience, while in a fragmented world, elevated trade barriers increase input costs and dampen overall demand across fuels and chemicals markets. Although the carbon profile of South African chemical production is increasingly under scrutiny, it is not expected to materially limit market access in the near term.

In response to these structural shifts, Sasol is progressively repositioning its portfolio towards lower-carbon and circular value chains. Key focus areas include sustainable aviation fuel (SAF), renewable energy integration, renewable diesel, alternative feedstocks, and lower-carbon chemical products. Sasol remains committed to SAF, with future involvement focused on technology-led collaborations, targeted project and partnership opportunities, and market-development activities that are strategically aligned and commercially supported.

Importantly, these initiatives build on existing strengths rather than requiring entirely new capabilities. Sasol can leverage its established infrastructure, market channels, customer relationships, proprietary Fischer–Tropsch technology, and broad internal skills base to support this transition.

This transition pathway serves a dual purpose: lowering the emissions intensity of the domestic value chain while creating new avenues for growth. In the more transition-aligned scenarios, expanding demand for greener products provides a supportive backdrop for these emerging businesses. However, this opportunity is not without constraints – global competition for critical skills, technology, and capital equipment is likely to intensify, placing upward pressure on costs and execution timelines.

Beyond commercial outcomes, there are broader system-level implications. The development of new energy and chemical value chains has the potential to contribute to South Africa's Just Energy Transition, particularly through job creation and the stimulation of local industrial activity. At the same time, the physical impacts of climate change – such as increased weather volatility and infrastructure stress – are expected to become more pronounced, especially in the Fragmented and Current Pathway scenarios.

Fragmented World: >3
Current Pathway: 2–3
Cooperative World: 1.5–2
Net Zero: ~1.5



PRESIDENT AND CHIEF EXECUTIVE OFFICER'S STATEMENT



SIMON BALOYI // President and Chief Executive Officer

Dear stakeholders,

FY26 was a year that tested our discipline, our resilience and our ability to stay focused on what we said we would do.

We operated in an environment that remained uncertain, volatile and, at times, difficult to read. Geopolitical tensions continued to influence energy markets. Commodity prices moved in ways that created both pressure and opportunity, while structural challenges in our chemical markets remained. In South Africa, the broader operating environment continued to remind us that energy security, infrastructure reliability and industrial competitiveness are not abstract issues. They affect our business, our customers, our communities and the country.

Against this backdrop, Team Sasol delivered a strong set of results. We did so by staying focused on our strategy, strengthening the foundation business and executing with greater discipline in the areas within our control.

Let me also acknowledge upfront that the year's performance was supported by improved market conditions in the last quarter, following the outbreak of the Middle East conflict. But that is not the full story, and it is not the most important story. The more important point is that Sasol was better positioned to capture that upside because the business is stronger than it was a year ago. We improved operational reliability, maintained focus on cost and capital discipline, improved coal quality and feedstock reliability in SA, and continued to reset parts of the portfolio that were not delivering acceptable returns in our IC business. We also took practical steps to advance the future business in a disciplined way.

That is what building credibility through performance means to me. It is not about claiming that all our challenges are behind

us. They are not. It is about showing, through action and delivery, that we understand the issues facing Sasol and that we are addressing them with focus and discipline.

We are proud of the progress made in FY26, but we cannot be satisfied. Our performance still needs to improve as we have not yet reached full potential. Safety, operational consistency and market volatility require continued attention. As leaders, it is our responsibility to recognise progress, learn from setbacks and keep raising the standard.

Sending every employee home safely

Before I reflect on the operational and financial performance of the year, I must start with what matters most: the safety and wellbeing of our people.

During FY26, we tragically lost two colleagues. Each life lost is a profound tragedy. Behind every fatality is a person, a family, friends, colleagues and a community whose lives have been changed. As CEO, I carry this personally and I know every leader in Sasol carries it personally as well.

There is no business result that can outweigh the loss of life. There is no production target, financial milestone or strategic achievement that can stand apart from our duty of care. When someone does not return home safely, we have failed in the most fundamental responsibility we have as leaders.

We have made progress in several safety indicators during the year, and that work matters. It reflects a collective effort, often in difficult operating environments for many teams. But we cannot allow improvement in indicators to soften the reality of two fatalities. We are not yet where we need to be.

The investigations into serious incidents have reminded us again of the importance of our Life Saving Rules, which are not optional nor administrative requirements. They exist because they protect lives. When they are not followed, we expect our leaders to intervene. When discipline slips, leaders must act and when people see unsafe work, they must feel empowered to stop it. This is about all of us making sure everyone goes home safely to their loved ones.

KEY MESSAGES

- A strong safety culture
- Clear strategy: Strengthen, Grow and Transform
- Stronger business performance
- Advancing renewable energy integration

PRESIDENT AND CHIEF EXECUTIVE OFFICER'S STATEMENT CONTINUED

Our Zero Harm ambition remains unchanged and this must be visible in the behaviour of all our people – from frontline leadership, in planning and supervision, to the way we manage service provider safety.

This is also why culture matters. A strong safety culture is not built by procedures alone. It is built when people speak up and are heard, when leaders are present and accountable, and when we learn honestly from incidents. We are reinforcing accountable leadership, visible and felt leadership, process safety management and service provider safety. These are not separate priorities, but rather fundamental to how we run the business.

Strengthening our foundation

Operationally, FY26 showed what Sasol can deliver when we focus on the fundamentals that are within our control.

In our Southern Africa business, we benefited from more stable operations and improved performance across important parts of the value chain. At Mining the destoning plant reached beneficial operation and started yielding benefits. The impact of this plant on coal quality supports greater value chain stability and gives us a stronger platform from which to improve production reliability over time. Better coal quality in combination with improved gasifier performance and stronger operational discipline resulted in Secunda's production improving significantly, the site reached its highest annual production in the past five years.

We also saw improved fuels sales volumes supported by better supply stability and market demand. As a critical contributor to the country's energy system and industrial base, this matters. Our role in supplying transportation fuels, aviation fuels, gas and chemical products is a responsibility we take seriously, particularly in periods of volatility and uncertainty. Sasol's contribution to energy security in South Africa following the Middle East conflict deserves renewed consideration, as it provides the country with the ability to produce liquid fuels domestically, at scale, with reduced reliance on imported crude oil. That capability remains highly relevant today and positions Sasol as a strategic asset that underpins resilience as the energy system evolves.

In International Chemicals, we continued to take difficult but necessary decisions as we improved performance through a combination of portfolio optimisation, enhanced commercial execution and continued cost discipline. The reset of this

business is not about a short-term improvement in numbers. Our priority is building a business which is more competitive, resilient and focused through the cycle. The closure and mothballing of selected assets are hard decisions because they affect people and communities. But they are also part of disciplined portfolio management. We are clear about where we allocate capital, where we can earn acceptable returns, and where we need to simplify the business to create long-term value.

Across the Group, stronger operational delivery was supported by continued cost and capital discipline. This is the discipline we must now sustain. We enter FY27 with momentum, but not complacency — focused on building a safer, stronger and more resilient Sasol that creates long-term value. FY27 planning is grounded in more normalised conditions with continued effort to strengthen our foundation business to absorb pressure in difficult periods and capture upside when conditions improve.

Our strategy in growing and transforming the business

Our strategy remains clear: Strengthen, Grow and Transform.

The first priority is to strengthen the foundation business. That means safer operations, better reliability, improved feedstock quality, disciplined cost management, value-accretive capital allocation and a stronger balance sheet. These are not glamorous words, but they are the work that creates resilience. They are also the work that restores confidence.

The second priority is to Grow and Transform Sasol in a way that is practical, commercially grounded and value-accretive. We are not pursuing growth for the sake of growth. We are not chasing ideas that do not have a credible pathway to value. We are building future options where we have capability, customer relevance, technical advantage and market opportunity.

As we pursue these opportunities, it is important to recognise that FY28 is not the destination. The commitments we set out at Capital Markets Day are important milestones, but our ambition extends beyond achieving those targets. We are building a stronger foundation that creates future choices, increases our strategic flexibility and positions Sasol to create value well into the next decade. In an increasingly uncertain world, resilience comes not only from operational performance and financial strength, but also from having the ability to adapt, invest and grow where the greatest opportunities emerge.

During the year, we advanced renewable energy and continued to make progress against the renewable energy commitments we set out at Capital Markets Day. This is important for our emission reduction roadmap, but it is also important for our competitiveness. Renewable energy must help reduce emissions and support cost and supply resilience.

We also progressed sustainability certification according to the International Sustainability and Carbon Certification (ISCC+) scheme which is an important enabler for marketing sustainable products thereby unlocking additional value pools in support of Sasol's growth strategy. They are proof points that we are building the systems, assurance and customer credibility required to participate in future lower-carbon value chains.

Our approach to reducing carbon intensity remains pragmatic. Sasol operates assets that are important to energy security, industrial activity and employment. At the same time, we must reduce carbon intensity and respond to changing expectations of our stakeholders. There are trade-offs, and we should be honest about them. Long-term value will not be created through commitments that are not executable. It will also not be created by ignoring the direction of change. Our responsibility is to move with discipline: invest where the value case is clear, partner where it strengthens our capability, and ensure that reducing carbon intensity supports competitiveness, industrialisation, jobs preservation and meet customer needs.

Customers are central to this. A stronger Sasol must be a more reliable Sasol. For customers, value is experienced through dependable supply, consistent quality, responsiveness and solutions that meet changing needs. In fuels, that means security and reliability of supply. In chemicals, it means sharper market focus, better service and products that remain relevant as customers' own requirements evolve. Customer experience is not separate from operational excellence; it is one of the clearest tests of whether our operations are performing.

The same applies to our employees and stakeholders. Our strategy will only succeed if our people understand it, believe they can contribute to it and see leadership acting consistently. We have continued to invest in capability, engagement and leadership development because performance begins with people. A high-performing culture is built through clarity, empowerment, accountability and care.

PRESIDENT AND CHIEF EXECUTIVE OFFICER'S STATEMENT CONTINUED

I have seen many examples of this across the business during the year: teams solving practical operational challenges, leaders staying close to the frontline, employees challenging old ways of working, and colleagues supporting one another through difficult moments. This is the Sasol we must keep building where people are empowered to act, expected to deliver, and supported to grow.

Financial year 2027

Looking ahead to FY27, our focus is continuity with sharper execution.

We are not changing course. The commitments made at Capital Markets Day remain the right commitments. FY27 is about converting the momentum of FY26 into sustained performance. That means improving safety performance, strengthening operational reliability, sustaining coal quality improvements, completing the next steps in the International Chemicals reset, accelerating growth where the value case is clear, and maintaining capital discipline.

It also means planning prudently. We should not assume that supportive market conditions will continue. We must continue to bank progress responsibly, strengthen the balance sheet and allocate capital where it can create sustainable returns. A stronger balance sheet gives us choices, but it also requires discipline. We must earn the right to invest, grow and return value through consistent delivery.

To Team Sasol, thank you. The progress made in FY26 belongs to you. It was delivered in mines, plants, laboratories, offices, retail sites, customer teams and support functions. I know the demands have been significant. I also know many of you have carried uncertainty while continuing to do what was required. Your commitment, resilience and skill are what give me confidence in Sasol's future.

To the Board, thank you for your guidance, support and challenge. Strong governance and clear accountability are essential as we navigate short-term delivery and long-term choices.

To our shareholders, customers, partners, communities, governments and regulators, thank you for your continued engagement. We understand the expectations placed on Sasol. We also understand that trust must be earned, not assumed.

FY26 showed that Sasol is making measurable progress. It showed that our strategy is being translated into delivery. It also reminded us that we still have work to do.

We enter FY27 with momentum, but not complacency. Our responsibility is clear: to lead with accountability, to care for our people, to execute with discipline, and to keep building a Sasol that is safer, stronger, more resilient and positioned to create long-term value.

Together, as Team Sasol, we will continue building credibility through performance.

SIMON BALOYI

President and Chief Executive Officer

1 September 2026

Zero Harm ambition
Ensure that everyone goes home safely

Strengthen our foundation business
Optimise free cash flow to sustainably reduce net debt

Progress Grow and Transform
Achieve long-term strategic value through value-accretive, diverse and scalable projects

Cultivate empowering and inclusive culture
Embrace AI capabilities and foster collaboration

Enhance customer experience
Develop innovative solutions for lasting mutual value

Deliver stakeholder value
Embed strong relationships with stakeholders and partners for shared value creation

➤ For more detail regarding the strategy refer to pages 39 – 45

PERFORMANCE AT A GLANCE

Group

Group Social Investment spend
R768,4 million*
(FY25: R663 million)
* Including Siyakha

Turnover
R272,1 billion
(FY25: R249,1 billion)

Free cash flow*
R11,9 billion
(FY25: R12,6 billion)
* Free cash flow after tax, interest and 1st order capital expenditure

Net debt*
US\$3,26 billion
(FY25: US\$3,7 billion)
* Net debt excluding lease liabilities

Safety: Two tragic fatalities
(FY25: One fatality)

Group skills development
R1,31 billion
(FY25: R1,29 billion)

Greenhouse gas emissions reduced by approximately
15%*
* Net reduction off the 2017 baseline

Group energy efficiency improved by
18%*
* vs FY05 baseline

Adjusted EBITDA
R60,7 billion
(FY25: R51,8 billion)

Earnings
R18,99 per share
(FY25: R10,60 per share)

Southern Africa Energy and Chemicals

Destoning plant operational with sinks
<12%

Achieved ISCC+
certification for Natref and Secunda Operations

Secunda Operations production of **7,26mt**
(FY25: 6,7mt)

Secured ~1,37GW of renewable energy (RE) in South Africa through self-build and procurement with **510 MW** operational

BBBEE
level 2
(FY25: 2)

Black-owned business spend
R41 billion
(FY25: R42,6 billion)

SA oil breakeven of
US\$49/bbl
(FY25: US\$59/bbl)

International Chemicals

Sales volume
2 846kt
(FY25: 2 582kt)

Adjusted EBITDA of
US\$604 million
(FY25: US\$411 million)

€60 million to be invested in Brunsbüttel, Germany aimed at expanding specialty alumina capabilities

No fatalities recorded over the past two years

Adjusted EBITDA margin of
12%
(FY25: 9%)

Biomethane purchase power agreements (BPAs) secured in Italy, which will reduce future GHG emissions by **~ 95kt**

Operations were stopped at all of the closed and/or mothballed assets



DELIVERING BUSINESS VALUE

Since 1950, Sasol has been driven by innovation and resilience, creating lasting value for its stakeholders. From humble beginnings, the company has grown into a global entity, focused on sustainable growth and continuous transformation for the future.

Strengthen our foundation

Southern Africa Energy and Chemicals

51

International Chemicals

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Grow and Transform

Business Building

62

STRENGTHEN OUR FOUNDATION

Southern Africa Energy and Chemicals

Responsible for Mining, Gas, Operations, and Fuels and Chemicals sales and marketing – through which we provide various petroleum and chemical products to customers, both in South Africa and internationally. South African operations include mining and Sasol's core manufacturing assets, incorporating Secunda Operations (SO), Sasolburg and Natref Operations. Internationally, the portfolio includes all chemicals produced in South Africa, but sold globally, gas operations in Mozambique and the ORYX GTL operations in Qatar.



Salient features

- Sasol remains steadfast in its commitment to pursue a workplace with Zero Harm but regrettably we recorded two fatalities in FY26
- Implemented coal destoning and continuing with other interventions to improve coal quality and enable improved value chain performance
- Production Sharing Agreement (PSA) achieved beneficial operation in March 2026
- Sasolburg was awarded the Green Drop Certification in recognition of excellence in wastewater management
- All three low carbon steam boilers at Natref achieved beneficial operation (BO) by FY26, completing the transition away from coal derived steam
- Through the self-build and renewable energy procurement programme, Sasol has secured ~1,37GW from various sources
- Produced first batch of on-specification fully synthetic jet fuel at Secunda Operations (SO)
- ORYX GTL focused on safe, stable performance and was shut down in March 2026. Start up commenced in August 2026
- ~46% own generation of electricity for South African (SA) operations
- Marketing and sales initiatives contributed to stronger performance

SOURCE Feedstock/ utilities

Coal

Operates six coal mines that supply between 30 and 35 million tons of thermal coal feedstock per annum to operations in Secunda and Sasolburg*. Production from Sasol's mines is supplemented with external purchases to meet the requirements of the Southern Africa value chain.

* Further to the repurposing of the existing export beneficiation plant as a destoning solution, Sasol Mining concluded the last of its export production on 30 June 2025 and last export sales in Q1 FY26.

PRODUCE Leveraging unique technologies

Operations

Secunda Operations (SO)

Operates the world's largest coal based synthetic fuels and chemicals production facility, supported by natural gas as a feedstock. The process uses advanced, high-temperature Fischer Tropsch technology to convert syngas into a range of synthetic fuel components, heating fuels and chemical products.

Sasolburg and Natref Operations

Sasolburg Operations

Made up of two sites, namely Sasol One and Midland, where natural gas and intermediate products from SO are converted into various chemicals.

Gas

Supplies the Sasol gas network in South Africa with natural gas produced from the onshore Petroleum Production Agreement (PPA) facilities, and the PSA. Gas is imported from Mozambique via the ROMPCO pipeline. Within South Africa, Sasol's networks in KwaZulu-Natal and Witbank-Middelburg are supplied with methane-rich gas produced from SO. Gas is also sold to customers in Mozambique.

Natref

A deep-conversion refinery designed to upgrade crude and produce ~90% white products.

Crude oil

Sasol procures approximately 20 million barrels of crude oil per annum from global producers and traders as feedstock for Natref, to produce petrol, diesel, jet fuel and other refined products.

* ORYX GTL is a gas to liquids facility operated as a joint venture between Qatar Energy (51%) and Sasol (49%), with a design capacity of approximately 34 000 barrels per day, converting natural gas into high quality liquid fuels.

MARKET Supply customers globally

Fuels

Markets between 50 to 54 million barrels of liquid fuels per annum, supplying approximately 30% of South Africa's domestic fuel needs through retail, commercial and wholesale channels and operating approximately 400 retail sites.

Gas

As the only supplier of gas at scale in South Africa, supplies 58 to 61 billion standard cubic feet (bscf) of gas per annum to the external market through a 1 428 km owned and operated gas pipeline network, supporting 282 customers from approximately 457 supply points.

Chemicals

Markets between 3 and 4 million metric tons of chemicals produced in South Africa. The product range consists of more than 300 unique grades of chemicals, ranging from basic commodities to specialised solutions. Sasol is the largest chemical producer in Southern Africa, supporting both local and global customers through a distribution network that covers all major markets and serves customers in more than 100 countries.

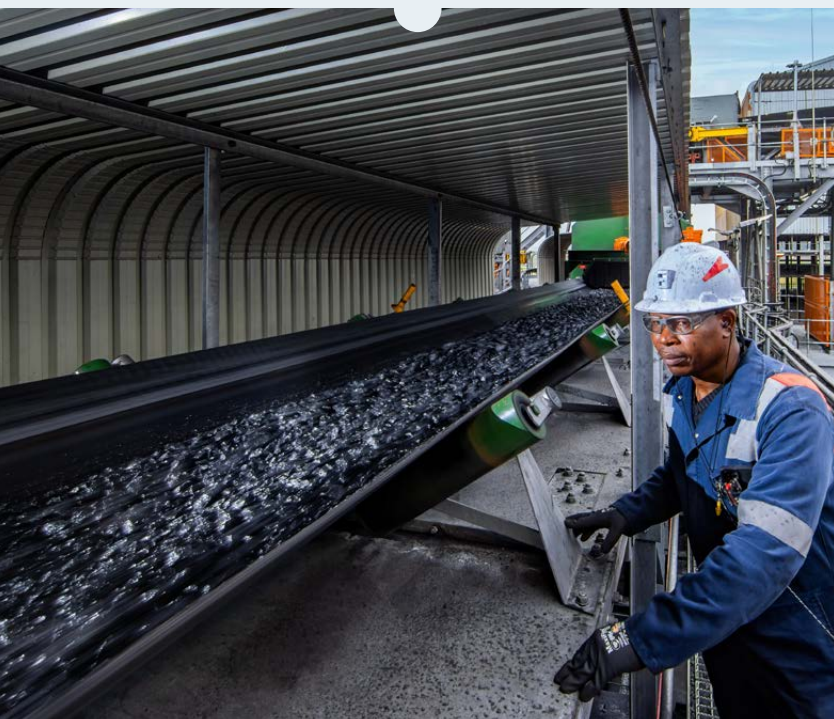
STRENGTHEN OUR FOUNDATION CONTINUED

Southern Africa Energy and Chemicals continued

OVERVIEW OF THE YEAR

Building on challenges experienced in FY25, FY26 focused on stabilising the Southern Africa value chain amid ongoing macro-economic pressures and feedstock and reliability constraints. While coal quality variability remained a headwind, Operations maintained strong cost and capital discipline, supporting cash flow and margin resilience.

Operational stability improved over the course of the year, supported by targeted interventions across Mining and Operations. Improved coal quality, together with more consistent mining execution and enhanced gasifier availability at SO, supported higher SO production exceeding market guidance. Energy security for SA remains a strategic advantage with Sasol's role underpinning resilience for South Africa (SA) during the Middle East conflict in the second half of FY26.



Advantaged market location

in the industrial heartland of South Africa

Diverse and integrated portfolio

enables optimisation across the entire value chain

A leading brand

with established local and global customers

SAFETY IS A TOP PRIORITY HC

Safety of our people

Safety remains our highest priority.

Safety is Sasol's prioritised value, and across Sasol's Southern Africa Operations, including Mining, safety remains the fundamental enabler of stable and sustainable performance. The commitment to Zero Harm is embedded through the One Sasol SHE Excellence Approach (OSSEA), which drives accountable leadership, frontline ownership and disciplined risk management in daily operations.

Regrettably, during FY26, two fatalities occurred, highlighting the continued importance of compliance with rules and maintaining operational discipline. In a broader context safety has recorded improved indicators towards a reduction in hospitalisation cases and as well in the overall severity of injuries.

www.sasol.com/esg/social-investment/safety Refer to the Occupational Safety page on the Sasol website:

The reduction in incidents associated with Fires, Explosions and Releases (FER's) was also achieved in the reporting period. Performance was largely achieved through a targeted focus on high-risk activities, enhanced behavioural interventions and improved service provider accountability, collaboration and assurance activities across Southern Africa operations.

Safety remains a key priority, with continued focus on improvement going into FY27.

➤ For more information on Occupational Safety, refer to pages 121 – 122

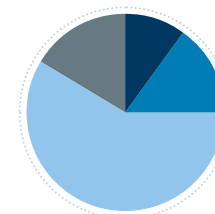
PROGRAMMES AND PERFORMANCE

MC FC

The Southern Africa value chain demonstrated improved resilience and flexibility in FY26, underpinned by stronger integrated planning and coordinated execution across operations.

Despite continued constraints relating to gas feedstock availability, utilities and infrastructure, management actions were focused on maintaining production stability, improving coal feedstock quality and availability, and prioritising margin and cash generation.

Operational discipline remained a key enabler, allowing the business to respond effectively to both internal and external variability while sustaining performance.



Adjusted EBITDA contribution 2026

- 10% Mining
- 15% Gas
- 58% Fuels
- 16% Chemicals Africa

STRENGTHEN OUR FOUNDATION CONTINUED

Southern Africa Energy and Chemicals continued



Mining MC FC NC

Sasol Mining's primary objective continues to be enhancing the quality, cost and volume of coal supplied to the Southern Africa operations. The destoning plant commenced beneficial operations in December 2025, which enabled the reactivation of previously closed low-quality sections during HY26. Processing coal through the destoning facility led to improved product quality and reduced reliance on external coal purchases. Consequently, mining saleable production for FY26 reached 28,4 mt, representing a 1% increase over 2025, while external coal procurement declined by 12%.

The proportion of sinks has shown notable improvement since the commissioning of the destoning plant, now positioned at sinks less than 12%.

Mining costs per sales ton remained aligned with the guidance range of R700 – R750 throughout the year.

External sales were systematically discontinued in Q1 FY26, as planned, following the successful commissioning of the destoning plant.

Operations MC FC

SO's production volumes of 7,26 million tons for FY26 reflected an improvement compared to FY25 volumes of 6,72 million tons. Performance during FY26 reflected improved operational momentum, supported by increased production, progressive improvements in gasifier availability, and enhanced factory stability, particularly in the latter part of the year. While lower natural gas supply to SO following events such as flooding continued to present constraints, the operation demonstrated increased resilience and stronger overall performance throughout the year.

Targeted interventions to improve coal quality, including changes in mining execution and destoning initiatives, together with focused reliability improvements on gasifiers, continued to gain traction during FY26. These actions supported improved operational predictability and increased pure gas production underpinning the pathway toward sustained volume recovery and strengthened profitability over the medium term.

Sasolburg Operations delivered a stable operating performance during FY26, supported by disciplined plant operation and effective integration with the broader value chain.

Operational flexibility enabled optimisation of product routing, supporting higher margin fuels and chemicals markets amid variable market conditions.

The asset continued to play a key role in value protection and margin enhancement, reinforcing its strategic importance within Sasol's Southern Africa operations.

Natref delivered a strong FY26 operating performance, with production approximately 76% higher year-on-year, supported by stable crude supply, high utilisation and additional PRAX SA shareholding capacity. The refinery operated reliably throughout the year without disruption from Middle East conflict, enabling sustained throughput and elevated operating rates that contributed positively to Group liquid fuels output and value creation. Sasol will continue to utilise Prax SA's shareholding capacity until the merger and acquisition (M&A) process is concluded.

ORYX GTL was safely shutdown in March 2026, and put in preservation status in response to regional tensions in the Middle East. Start-up activities and production ramp-up commenced in August 2026, demonstrating the effectiveness of the asset preservation measures implemented during the shutdown period.



Destoning plant
operational

7,26mt
production from
Secunda Operations

PSA Gas
development online
(Mozambique)

57,5 mmbbl
fuel sales, ahead of
guidance

US\$ 49/bbl
oil breakeven in
FY26

STRENGTHEN OUR FOUNDATION CONTINUED

Southern Africa Energy and Chemicals continued

Gas MC FC

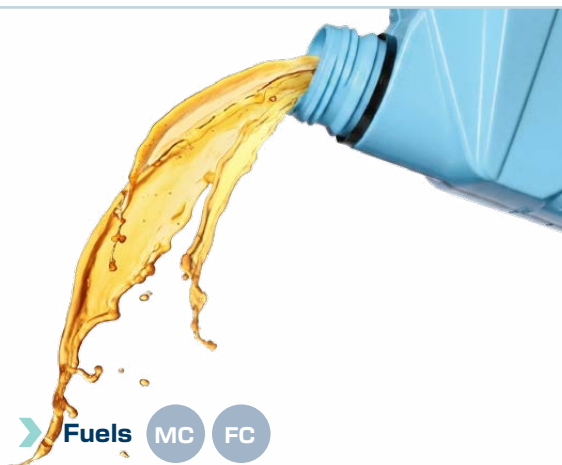
Gas remained a strategically important contributor to EBITDA in FY26, supporting the resilience of Sasol's integrated Southern Africa value chain. In a structurally supply-constrained environment, the business prioritised security of supply and value preservation, balancing internal requirements with external customer commitments.

Production performance for the year reflected a combination of expected and operational factors. Production was lower than the prior year, primarily driven by the natural decline in existing PPA wells, together with weather related constraints (flooding) and project execution timing.

Despite these constraints, gas supply continuity to customers was maintained through active system management, disciplined allocation and coordinated execution across the value chain. Increased contribution from the PSA supported supply stability, partially offsetting declines from mature fields.

The business continues to progress key medium-term initiatives to sustain supply, including development of PSA infrastructure, optimisation of existing operations, and implementation of bridging solutions such as Methane Rich Gas (MRG) to support market continuity during the transition to liquified natural gas (LNG).

In this context, gas remains a critical enabler of operational stability across the Sasol value chain.



Fuels MC FC

Liquid fuels delivered a strong performance in FY26, underpinned by sustained production stability and robust demand conditions across key fuel channels. Total fuels sales volumes closed 13% ahead of prior year, driven by higher Natref utilisation, improved Secunda performance and continued strength across Mobility and Commercial markets.

Mobility delivered a record year, supported by site activations, operational excellence, premium brand strategy and disciplined execution across the retail network. Volumes closed 6% above prior year, with market share strengthening year-on-year.

Commercial sales volumes, including exports, also exceeded prior year by 18%, demonstrating progress in shifting sales volumes to higher margin channels.

Fuel supply security is essential to meeting delivery requirements and supporting the economy, especially when global systems are under pressure. Against this backdrop, Sasol helped safeguard South Africa's security of fuel supply, reinforcing economic resilience during a period of heightened geopolitical tensions in the Middle East.

Chemicals Africa MC FC

Market conditions for Chemicals Africa showed signs of improvement following supply disruptions in the Middle East and emerging pricing momentum towards the latter part of the year. While pricing became more favourable from March 2026 onwards, the pace and sustainability of a full market recovery remains uncertain. Structural over-capacities are expected to persist for the rest of this decade, together with tariff and trade uncertainties.

The business focused on maintaining disciplined sales run rates through the second half of the year to balance production momentum. This approach supported inventory containment within targeted ranges and positioned full year sales volumes 5% above the prior year.



STRENGTHEN OUR FOUNDATION CONTINUED

Southern Africa Energy and Chemicals continued

OUTLOOK

Unlocking value in the Southern Africa business is anchored in feedstock, operations, and marketing and sales, with feedstock and reliable operations representing the largest levers at Sasol's disposal.

SOURCE

Feedstock/utilities

Mining

Maintaining a continuous supply of quality, cost-effective coal that meets the requirements for the Southern Africa value chain.

Mining saleable production is expected to be between 30 – 32 million tons, higher than FY26, due to restoration of operational capacity and enhanced in-section efficiency.

Total cost per sales ton is expected to be within the range of R680 – R750 supported by higher production and cost.

Ongoing initiatives to improve destoning plant yield and throughput will drive further quality improvements, with average sinks expected to remain below 12% in FY27.

Gas

The gas business will continue to optimise existing projects and progress initiatives aimed at extending the gas plateau, supporting security of supply and pursuing economically viable regional opportunities.

Combined gas production volumes from the PPA and PSA licences are expected to be 0 – 5% higher than FY26, reflecting the current operating environment and ongoing supply dynamics in Mozambique.

PRODUCE

Leveraging unique technologies

Operations

Secunda Operations

FY27 production volume is expected to be 7,2 to 7,4 million tons, supported by continued reliability improvements, improved gasifier availability and the benefits of coal quality initiatives. The Secunda phase shutdown will occur in the first half of FY27.

Over 1,37GW of renewable energy has been secured in South Africa, supporting the goal of reaching 2GW by FY30.

Sasolburg and Natref Operations

In FY27, the focus will remain on sustaining reliability gains achieved in FY26, strengthening steam supply resilience, supporting fuel specification compliance and maximising value from existing assets through targeted optimisation initiatives. This included the commissioning of low-carbon boilers at Natref, strengthening steam supply reliability and reducing emissions, as well as progressing Clean Fuels II to support compliance with FY27 fuel specifications.

In parallel, the business continues to assess opportunities to repurpose existing operations through the application of proven technologies and more sustainable feedstock options, supporting longer-term value creation within the Southern Africa value chain.

ORYX GTL

The ORYX GTL facility was safely shutdown in March 2026, and put in preservation status, in response to the regional tensions within the Middle East. Prior to the shutdown, the asset delivered strong safety performance, solid utilisation and robust margins. Start-up activities and production ramp-up commenced in August 2026.

MARKET

Supply customers globally

Fuels

Sasol plans to continue optimising the channel mix to enhance financial performance and will continue to build on this success.

Overall FY27 sales volumes are expected to be -3 to +3% compared to FY26 supported by stable SO production, however subject to ongoing market volatility and the finalisation of Prax SA M&A process.

Gas

The expectation is to continue supplying the South African gas market with natural and methane-rich gas with volumes largely aligned to FY26.

Chemicals

Chemicals Africa sales volumes for FY27 are expected to be 0 – 5% higher than FY26, supported by the anticipated improved production at our operations.

Restoring the Southern Africa value chain and unlocking value

Our focus

- Deliver on volume growth and margin upliftment
- Drive disciplined cost reduction with targeted focus on capital efficiency

FY27

Ramp-up performance
Operational reliability
Improve mining own production

FY28

Performance restored
>7,4mt Secunda
Operational volume

US\$50/bbl

oil breakeven
by FY28

STRENGTHEN OUR FOUNDATION CONTINUED

Southern Africa Energy and Chemicals continued

THRIVING IN TIMES OF UNCERTAINTY

During FY26, Sasol operated in a complex and volatile global energy and chemicals environment characterised by supply disruptions and geopolitical uncertainty. Despite these conditions, the business demonstrated resilience through sustained operational stability and disciplined execution across the value chain.

A key feature of this resilience was Sasol's ability to maintain reliable supply to customers. This reflects the strength of the integrated operating model, diversified feedstock base and operational flexibility, enabling a consistent response to external shocks.

In South Africa, Sasol continues to provide a cornerstone of national energy and chemical supply, supporting industrial activity and economic continuity. The Chemicals portfolio further benefits from access to locally produced feedstock, supported by global market reach and flexible logistics, allowing the business to respond effectively to regional dislocations.

This resilience is underpinned by an operating model focused on integrated planning, operational flexibility, reliable supply and consistent execution. These attributes enable Sasol not only to withstand volatility, but to deliver value through it.

6%

approximate reduction in Natref's greenhouse gas emissions profile

Advancing decarbonisation while strengthening operational resilience

Sasol continues to progress targeted decarbonisation initiatives across its Southern Africa operations, with a focus on improving environmental performance while reinforcing operational stability.

A key milestone in FY26 was the successful transition to low-carbon steam generation at Natref, with all three low-carbon boilers achieving beneficial operation and replacing coal-derived steam supply. This transition supports compliance with evolving emissions standards, while delivering a meaningful reduction in greenhouse gas emissions.

Beyond emissions reduction, the project strengthens the reliability and sustainability of steam supply to the refinery, reducing dependency on external coal-based sources and enhancing operational resilience. This reflects Sasol's broader approach of integrating sustainability objectives with core operational priorities.

These initiatives form part of a structured pathway to progressively reduce the environmental footprint of operations, while maintaining safe, reliable and compliant production in a transitioning energy landscape.

DESTONING AT MINING

Improving coal quality to restore the Southern Africa value chain

The destoning plant reached BO in December 2025, representing a key FY26 milestone to strengthen the Southern Africa value chain for more reliable performance in FY27. Processing coal through the destoning plant has delivered a significant reduction in sinks*-content, thereby improving the overall quality of the coal blend.

To support gasifier availability improvements at SO during the ramp-up of the destoning plant, a portion of the own coal production was temporarily replaced with higher quality purchased coal containing lower sinks content. With the phased ramp-up of the destoning plant during H1 FY26, the low-quality sections were started up in a phased manner, supporting an increase in saleable production and reduction in external purchases.

We are continuing with systematic process improvements at the destoning plant to further optimise yield and throughput.

Other quality improvement initiatives, include the piloting of X-Ray sorting technology to reduce sinks-content, beneficiating strategic stockpiles through air separation plant technology, introducing online coal analysers to provide real-time quality information for blending, and implementing operational improvements to minimise the amount of fine coal generated in the coal mining and conveyance processes.

Ongoing improvements at the destoning plant and other quality improvement initiatives are expected to reduce sinks, to remain below 12% in FY27, supporting improved production levels at SO going forward.

* Non-coal or inorganic rock within Run-of-Mine coal with a relative density >1.95.



NATREF HYBRID PROJECT

Future CF II and biofuels compliance

The Natref Hybrid Project continues to progress as part of Natref's response to evolving fuel specifications and future biofuels requirements. By enhancing the flexibility of existing infrastructure, the project will enable the production of cleaner fuels while supporting the refinery's long-term competitiveness and operational sustainability.

Following the final investment decision in January 2025, execution progressed during FY26 and the project remains on track for completion in FY27. Once complete, the project will strengthen Natref's ability to respond to changing market and regulatory requirements, supporting reliable fuel supply and the long-term resilience of the refinery.

STRENGTHEN OUR FOUNDATION CONTINUED

Southern Africa Energy and Chemicals continued

GAS VALUE CHAIN PROGRESSION AND MARKET CONTINUITY

Sasol continued to progress its integrated gas value chain strategy during FY26, balancing current supply stability from Mozambique with the development of future gas supply solutions for Southern Africa.

Despite periodic upstream and infrastructure disruptions during the year, gas supply continuity to contracted customers was maintained through active system management and close coordination across the value chain.

In Mozambique, the PSA and PPA projects advanced key infrastructure and production initiatives to sustain regional gas supply capacity. FY26 production was lower than the prior period, mainly driven by the expected natural decline in the PPA producing wells, but partially offset by the increasing contribution from the PSA as its production ramped up.

The PSA project achieved important operational milestones, with the Integrated Processing Facility (IPF) reaching beneficial operation in March 2026 following a revised execution timeline. Schedule delays were primarily driven by flooding in southern Mozambique in Q3, timing of key agreements and operational constraints.

The Central Térmica de Temane (CTT) power plant, the primary off-taker of PSA gas, is now expected to reach Beneficial Operation in Q2 FY28.

Interim supply arrangements remain in place to support continued gas delivery into South Africa while the project progresses towards completion.

As part of its broader gas transition strategy, Sasol also advanced the Methane Rich Gas (MRG) bridge solution to help maintain market continuity beyond 2028 while long-term LNG import infrastructure is developed.

The MRG solution from SO has been technically proven and commercially structured as a temporary bridging mechanism to sustain supply to external customers during the transition period. During the year, Sasol engaged industrial gas customers, prepared the system for implementation and initiated the required regulatory processes to enable third-party supply. Together, these initiatives support continued customer supply, industrial activity, and the longer-term sustainability of the regional gas market as the transition towards LNG supply infrastructure progresses.

Mozambique remains a key enabler of the Southern Africa integrated value chain.

RETAIL

Disciplined execution in a constrained market

Sasol's retail fuels business outperformed the market through disciplined execution in a constrained and highly competitive environment. Performance was driven by a consistent focus on operational fundamentals, including reliable supply and strong forecourt delivery.

The Sasol Rewards and Site Refresh programme, including the rollout of the Mark V site design, delivered market leading site throughputs across the network. Sasol continued to lead the market in customer experience at retail sites as winners of the 2025/2026 Ask Afrika Orange Index award, reinforcing the strength of our customer focused proposition and consistently high operating standards.

Importantly, this performance reflects a structural improvement in how the network is managed and invested in, rather than short-term market effects. A disciplined approach to site-level profitability, combined with selective, high-return growth, has supported resilient margins, improved returns and continued market share gains despite subdued market conditions.

This execution discipline underpins the resilience and long-term value of Sasol's mobility network.



BOOSTING CLEAN FUELS II (CF II) DELIVERY

FY26 delivered CF II at Secunda Operations, with the flow scheme commissioned to meet evolving fuel quality specifications through optimisation of existing assets. By year-end, all remaining scope was completed, enabling sustained production of CF II-compliant petrol and diesel under normal operating conditions.

STRENGTHEN OUR FOUNDATION

International Chemicals

Sasol uses advanced technology in world-scale facilities to produce and market high-quality products through efficient, tailored value chains, serving more than 4 000 customers in 91 countries.



Salient features

- **Resilience in volatility:** Strategically positioned to benefit from access to cost-effective ethane feedstock and a low-energy-cost environment in the America, supported by a geographically diversified asset base that enables agile response to shifting global supply-demand dynamics and geopolitical disruption
- **Customer proximity and reliability:** Global assets are located close to key customer markets, enabling responsive supply and consistent, high-quality service even in volatile conditions
- **Disciplined value delivery:** Our go-to-market approach has shifted from a volume-driven to a value-driven model, supported by a tailored, market-oriented operating structure that strengthens margins in uncertain markets
- **Strong customer partnerships:** Established, long-term customer relationships, underpinned by solutions that meet both current and evolving needs
- **Operational excellence and efficiency:** A new organisational structure is standardising processes, increasing collaboration, and comprehensive cost optimisation
- **Positioned for recovery and portfolio growth:** Continued asset optimisation to ensure competitiveness, including selective modernisation and growth investments, as well as closures and mothballing decisions – supporting the reset into a more resilient, competitive, and customer-focused business

Resetting our business

Sasol is steadily resetting the business to restore sustainable profitability and become an industry leader, while relying on resilience and adaptability to navigate structural shifts in global chemical markets.

This is underpinned by integrated value chains and a tailored approach across our four divisions, enabling us to meet changing customer needs and improve returns.

Base Chemicals

Provides critical raw materials including **ethylene, ethylene oxide, monoethylene glycol (MEG), and polyethylene (PE)** to the market and Sasol's own assets for captive use in our alcohol- and ethoxylate-based surfactant value chains.

- Become leaner and more efficient while maximising cash generation
- Value upliftment of by-product streams

World-scale assets, back-integrated into cost competitive innovative surfactants.

Care Chemicals*

The leading producer of **linear alkyl benzene (LAB), alcohols, sodium lauryl ether sulfates (SLES), n-paraffins, alcohol ethoxylates, polyethylene glycols (PEG), EO/PO derivatives, biosurfactants, and insect oil ethoxylates** serving the fabric and home care, industrial and institutional cleaning, and personal care markets.

- Unlock value by implementing a commodity business model to improve regional competitiveness in commodity detergent and surfactant applications while highlighting differentiated solutions in selected Care Chemicals applications

Innovative surfactants and alcohols portfolio.

Technical Formulations*

Focuses on differentiated, higher-margin specialty products including **linear alcohols, branched alcohols, plasticizers, alcohol derivatives, and specialty alkoxyates** for a broad range of industrial applications.

- Realign organisational capabilities to drive near-term advancements in leading chemistries, while selectively developing market opportunities that support focused Research and Development investment

Well-positioned to deliver components that enable superior performance in high-value industrial applications.

Advanced Materials*

Produces **tailor-made high-purity aluminas** used in demanding applications such as engineered abrasives for precision machining, technical ceramics, and catalytic applications

- Accelerate sustainable growth by strategically leveraging core market strengths, optimising operational performance, and fostering innovation to enhance profitability and capture growth

Ability to provide tailored solutions to customers – emphasising specialty nature and potential to maximise market leadership.

FOCUS

STRENGTH

* In Annual Financial Statements these are categorised as Differentiated Chemicals.

STRENGTHEN OUR FOUNDATION CONTINUED

International Chemicals continued

OVERVIEW OF THE YEAR

Despite a prolonged industry downturn, we have strengthened the foundation and positioned the business to outperform peers by improving investment discipline, asset reliability, and regional efficiency.

Sasol advanced a focused strategy to unlock greater value and build a stronger, more resilient foundation. This included shifting to a value-over-volume commercial approach, addressing underperforming assets in Italy, Germany, and America and improving cost discipline through standardised processes and collaboration.

As geopolitical developments, particularly in the Middle East, increased volatility in energy prices, feedstock availability, and global trade flows. Sasol responded with agility by optimising operations and taking timely decisions to maximise opportunities and limit downside impacts. This included running the U.S. crackers at maximum rates and progressing the ISOSIV restart at the Augusta, Italy site ensuring reliable supply and continued customer value. Supported by its diversified asset base, Sasol rebalanced production, redirected volumes, and maintained supply continuity. This agility, combined with stronger commercial discipline, supported margin recovery and customer trust.

These actions are reflected in the FY26 results, including significant year-on-year Earnings before interest, tax, debt and amortisation (EBITDA) growth and improved competitive positioning, with International Chemicals moving into the middle of the peer group and well positioned for further progress.

SAFETY IS A TOP PRIORITY HC

Safety of our people

Safety remains our highest priority and the foundation of how we operate. We are committed to Zero Harm by protecting the health, safety and wellbeing of our employees, contractors and communities, while maintaining safe, reliable and compliant operations across our global asset base.

During FY26, we strengthened our safety culture through frontline engagement, refreshed leadership training on safety behaviour, critical risk management and operational discipline. These efforts improved process safety performance, reducing both the number and severity of incidents. However, occupational safety was below expectations, with increases in the Recordable Case Rate (RCR) and Lost Workday Case Rate (LWDCR). Targeted improvement plans

have therefore been implemented, particularly in Germany and Italy, to strengthen hazard identification, risk management, leadership engagement and safe behaviours. Several sites achieved significant milestones, Tucson, America achieving two consecutive years, and Nanjing, China reaching one year without a recordable injury. As we optimise our portfolio and improve operational performance, we remain focused on proactive risk management, robust controls, disciplined safe behaviours and ensuring everyone returns home safely every day. Through visible leadership, disciplined execution and continuous improvement, we are working to make Zero Harm a reality across all operations.

PROGRAMMES AND PERFORMANCE MC FC

Chemicals America

Total US\$ turnover improved by 13% compared to the prior year, due to higher cracker utilisation, recent favourable market conditions in the aftermath of the Middle East conflict as well as our ongoing strategic sales initiatives, offset by a 5% decrease in the average sales basket price, mostly from lower ethylene market prices and changes in product mix.

Sales volumes were 20% higher than the prior year, driven by 28% higher Base Chemicals sales volumes for FY26, reflecting stronger cracker availability. Both crackers operated above nameplate capacity during Q4 FY26.

As a result of our strategic reset initiatives, higher Base Chemicals margins as well as improved operational performance, Adjusted EBITDA% improved from 12% to 17% year-on-year.

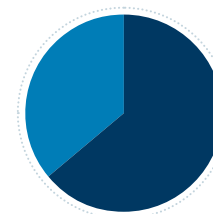
Chemicals Eurasia

Total US\$ turnover improved by 7% compared to the prior year, mainly driven by a 13% increase in the average sales basket price and a more favourable product mix, partly offset by lower sales volumes. The increase in the average US\$ sales basket price was supported by strong Q4 pricing, higher palm kernel oil (PKO) prices, favourable exchange rates and our ongoing strategic sales initiatives.

Sales volumes were 5% lower than the prior year, mostly related to the force majeure on certain products where feedstocks were constrained due to the Middle East conflict while we also continue to prioritise our value-over-volume commercial strategy.

As a result of our strategic reset initiatives and improved unit margins, Adjusted EBITDA% increased from 6% to 8% year on year.

Adjusted EBITDA contribution 2026



■ 64% Chemicals America
■ 36% Chemicals Eurasia

STRENGTHEN OUR FOUNDATION CONTINUED

International Chemicals continued

OUTLOOK

Looking ahead, Sasol expects global chemical markets to remain structurally challenged and increasingly influenced by geopolitical developments, energy market volatility, and shifting trade patterns.

International Chemicals is well-positioned to navigate this environment, supported by its strategic initiatives a geographically diverse asset footprint, integrated value chains, and disciplined commercial approach. These strengths enable Sasol to adapt quickly to changing market conditions while continuing to deliver top-tier service and solutions to our customers.

PHASE 1

RESET

Strengthening Sasol's foundation by prioritising cost efficiency, optimising the go-to-market approach, and improving asset performance.

Strategic initiatives

Cost discipline is central to improving the company's financial performance in the short term. Key strategic initiatives include:

Streamlined organisational structure: Implementing a new organisational structure to eliminate silos, standardise end-to-end processes, and encourage greater cross-functional collaboration.

Operating model change: Refining our value proposition for both commodity and specialty products to prioritise higher-margin solutions, focusing on margin expansion over sheer scale.

Excellence programmes: Executing on our excellence programmes in commercial, operations, procurement and supply chain.

Asset optimisation: Continuously evaluate the viability of our global assets to maximise value. Initial actions have already been taken to improve margins across our operations in Italy, Germany and the America.

These changes are intended to foster a culture of innovation, collaboration, and calculated risk-taking, which will drive the company's growth.

Generating value

Ongoing asset review programme delivers positive results. We took decisive action to optimise the business's operational footprint to improve financial results and long term competitiveness:

America

- Exited the Phenolics business in the US and stopped operations at both our phenolics sites in Texas
- Mothballed the Guerbet unit in Lake Charles, US

Germany

- Mothballed the alkylphenols business at our Marl, Germany site
- Aluminas expansion in Brunsbüttel, Germany

Italy

- Restarting the ISOSIV unit in the Augusta, Italy plant in Italy producing high-quality n-paraffins
- Mothballed the HF linear alkyl benzene (HF-LAB) production asset in Augusta.

By aligning Sasol's asset footprint with long-term strategic goals and adapting to changing market dynamics, the organisation is better positioned to enhance operational efficiency and maximise shareholder value.

PHASE 2

OPTIMISE

Transforming the business to facilitate the management of both internal and external debt, exploring new market growth opportunities, and fostering partnerships for growth.

Delivering

15 – 20%
reduction in cash fixed cost by FY28 vs FY24

EBITDA for FY26:
US\$604m
FY27: US\$450 – 600 million

Adjusted EBITDA margin in FY26:
12%
FY27: 10 – 12%

Underpinned by

- **Safety, Health and Environment:** Zero Harm
- **Costs:** Continuous improvement
- **Assets:** Reliable, compliant, quality and efficient assets
- **People:** Harnessing our expertise
- **New Enterprise Resource Planning (ERP) system**
- **Customers:** Disciplined engagements to drive mutually beneficial innovations

PHASE 3

EXCEL

Delivering long-term value by building on our market leadership, fuelled by continuous innovation and complemented by growth opportunities.



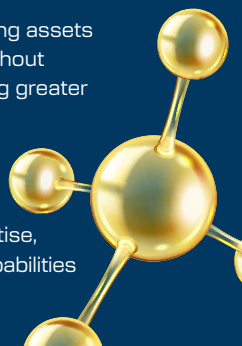
STRENGTHEN OUR FOUNDATION CONTINUED

International Chemicals continued

SOLVENT RECOVERY AND VALUE OPTIMISATION PROJECT IN LAKE CHARLES

Sasol implemented an operational optimisation initiative focused on improving the utilisation of process by-product streams from its chemicals manufacturing operations in Lake Charles. By identifying an alternative internal use for a previously lower-value stream, cross-functional teams from operations, technology, commercial and R&D functions were able to increase the value extracted from existing resources while maintaining safe and reliable operations. The project contributed to a significant contribution margin improvement through value uplift of Light solvent stripper overhead streams and increased internal consumption via integration with existing units on site.

The project demonstrated how existing assets can be leveraged more effectively without significant capital investment, creating greater operational flexibility and improving overall resource efficiency. The initiative also highlighted the value of collaboration across disciplines, combining process expertise, commercial insight and innovation capabilities to unlock new opportunities.



24%*
reduction
in GHG
emissions

Sustainability and progress against the greenhouse gas (GHG) emission targets

Achieved a 24%* reduction in GHG emissions making steady progress towards our 30% reduction target.

* Off FY17 baseline

➤ For more detail refer to pages 94 and 96

FOCUSED INVESTMENT TO ENHANCE CAPACITY AND COMPETITIVENESS

In FY26, Sasol International Chemicals approved a €60 million targeted capital investment at its Brunsbüttel, Germany operations in its Advanced Materials aluminas asset base.

The investment supports Sasol's strategy to increase the share of specialty products, strengthening high-value customer relationships, and enhancing its portfolio of differentiated products for key industrial applications.

The project will debottleneck and expand existing production capacity, reinforcing Sasol's position as a leading merchant supplier of specialty spherical alumina supports used in

advanced catalyst applications that require high levels of performance and precision. Through energy optimisation and process improvements, the project is expected to reduce the product carbon footprint by up to 15% per ton, supporting both sustainability and competitiveness objectives.

In a challenging European chemicals environment, this selective, site-specific investment reflects disciplined capital allocation to strengthen existing operations and enhance site capability.

Beneficial operation is expected in 2029.

REDEFINING PERSONAL CARE

Sasol Chemicals is advancing sustainable innovation through LIVINEX IO 7, a sustainable surfactant derived from black soldier fly larvae (BSFL) oil, a co-product of insect farming that converts organic residues and low-value agricultural by-streams into high-value biomass. Designed as a 1:1 drop-in replacement for conventional mid-cut alcohol ethoxylates, it delivers equivalent product quality resulting in on par cleaning performance, without costly reformulation. Life cycle assessment indicates that substituting palm kernel oil with BSFL oil can significantly reduce product carbon footprint while avoiding additional land-use pressure, deforestation and long, vulnerable supply chains. By coupling established manufacturing technologies with regionally sourced bio-circular feedstocks, LIVINEX IO 7 exemplifies Sasol's commitment to reducing emissions, preserving biodiversity, increasing resource efficiency and strengthening responsible, more sustainable value chains.



GROW AND TRANSFORM

Business building

Business Building remains key to Sasol's transformation, with a focus on developing scalable, low-carbon growth platforms while safeguarding existing assets. In FY26, efforts shifted from creating options to ensuring delivery across integrated power, sustainable products, and gas, guided by disciplined capital use, strategic partnerships, and targeted policy advocacy. This progress enhances Sasol's decarbonisation, responsiveness to customer demand, and long-term value creation, with a focus on aligning closely with market needs to manage risks and adjust the delivery of opportunities as needed.



Salient features

- **Secured >1,37GW** of renewable energy in South Africa through self-build and procurement, underpinning the longer term target of 2GW operational RE by FY30. This comprises of ~920MW previously secured by FY25, together with an additional ~450MW RE secured in FY26, which includes 600Mwh of Battery Energy Storage (BESS). A portion of this is jointly procured with Air Liquide.
- Achieved key renewable energy commercial operation date milestones, including the **97,5 MW Damlaagte solar PV facility** and the **330 MW Impofu wind cluster** supplying Secunda Operations
- Achieved Financial close of the secured **300 MW Solar PV Facility**, with a **660 MWh Battery Energy Storage System (BESS)**
- Established **scalable integrated power** capability
- **Achieved International Sustainability and Carbon Certification PLUS (ISCC+) certification** for renewable diesel, Sustainable Aviation Fuel (SAF), and comonomers products via our Natref and Secunda facilities
- **Strengthened future feedstock security**, advancing locally anchored biomass, biolipid, biomethane and recycled-carbon supply options
- **Advancing global and local sustainable aviation fuel initiatives**
- Collaborating with industry partners to **develop a gas-to-power solution** that anchors liquefied natural gas demand aggregation.
- Sasol procured and **retired 3,84 million verified carbon offsets** against its carbon tax obligation, representing equivalent avoided or reduced emissions while supporting the growth of the South Africa's local carbon market
- Operationalising the **Discovery Green partnership** and launching Ampli Energy¹ with current **15MW of internal allocation** and an additional **150MW coming online** in 2028

Strategic focus areas aligned with delivering sustainable value

Build integrated **power business** through renewable energy

Grow in sustainable **fuels and chemicals**

Protect value from **gas business**

Explore further **opportunities**

Shift from strategic optionality to delivery and execution



Over the course of FY26, Business Building progressed decisively from establishing strategic optionality toward strengthening delivery and execution capability. Early-stage concepts were systematically advanced into gated projects, operational assets and commercially structured partnerships, reflecting a clear shift from strategy formulation to delivery.

This progress included the commercial operation of renewable energy projects, the building of a scalable power portfolio, the obtaining of an electricity trading licence, and the launch of market partnerships such as Ampli Energy. Milestones in sustainable products included ISCC+ certification for Renewable Diesel (RD), SAF, and certified monomers, along with commercial-scale production of RD and SAF. Future opportunities will be assessed through more focused and fit-for-purpose collaboration models aligned with market demand, regulatory clarity and commercial viability. In the gas sector, readiness was enhanced through gas-to-power demand aggregation with industry partners, supporting short-term demand and safeguarding existing value streams.

These delivery outcomes demonstrate a disciplined approach to execution and value creation, achieved despite the challenges of regulatory and infrastructure constraints. Continued prioritisation based on market conditions helped Sasol focus on viable opportunities, strengthen its growth agenda, and remain aligned with demand while minimising risk.

Advancing integrated power

FY26 marked a delivery year for the integrated power business, transitioning from early portfolio assembly to scaled delivery and commercial readiness. Sasol secured a substantial renewable energy portfolio through self-build projects and Power Purchase Agreements, with multiple assets across construction, commissioning and operation.

In parallel with asset delivery, the business expanded its focus to establishing the foundations of a scalable operating model, including trading capability, aggregation, governance and organisational readiness. Integrated power assets are already delivering tangible benefits through electricity cost savings, reduced exposure to escalating tariffs and lower Scope 2 emissions, with savings performance tracking ahead of original FY26 targets, despite isolated commissioning delays.

¹ Joint venture with Discovery Green

GROW AND TRANSFORM CONTINUED

Business building continued

Progress against our renewable energy commitments

NC HC

Sasol is among the largest purchasers of renewable energy in South Africa, supporting the country's just energy transition. In FY26, Sasol secured a total of 1,37GW of RE of which 1,2GW is to support internal consumption, and 165 to service external customers including the strategic partnership with Discovery Green through Ampli energy. As a result, Sasol delivered on our initial 1,2GW commitment ahead of schedule and remains on track to achieve its revised 2GW ambition by 2030, as outlined in May 2025 at the Capital Markets Day (CMD).

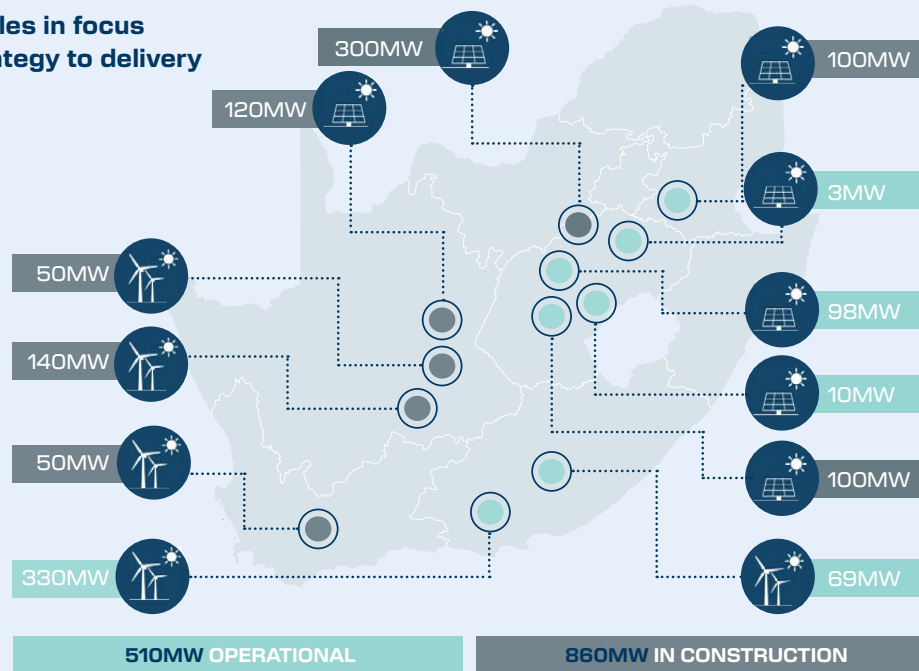
To date, ~510MW is operational which is inclusive of the 97,5MW Damlaagte PV Facility which achieved commercial operation in August 2025, and the 330MW from the Impofu wind cluster which achieved commercial operation in June 2026. In February 2026, Sasol achieved financial close on an additional 300MW hybrid solar and 660MWh battery energy storage system, further diversifying the technology mix – this is currently under construction, with commercial operation planned for 2028.

These projects are key enablers of Sasol's decarbonisation roadmap and its ambition to reduce CO₂ emissions from Secunda operations by 30% by 2030. The aggregated emissions reduction, based on displacing coal generated electricity in our Sasolburg and Secunda operations in FY26 is recorded at ~0,35Mt CO₂, associated with the allocation of RE online during the year.

The Damlaagte and Impofu renewable energy projects are delivering significant socioeconomic benefits across the Free State and Eastern Cape, combining large-scale clean energy generation with meaningful community upliftment. Between them nearly ~4 000 jobs were created during construction, prioritising local employment from surrounding communities, while also upskilling individuals through targeted training programmes that leave a lasting legacy of employability in the renewable energy sector. The projects also drove long-term community development through initiatives focused on education, childcare, infrastructure, and social inclusion, demonstrating a strong commitment to shared value and sustainable regional development.

Renewables in focus

From strategy to delivery



Unlocking renewable energy access for all FC

Operationalisation of the strategic partnership between Sasol and Discovery Green (a Discovery Limited initiative).

The launch of Ampli Energy, a renewable energy solution designed for small, medium and micro enterprises, continued to gain positive market traction during FY26, supported by a growing customer waiting list. Early adopters have been receiving renewable energy benefits since August 2025, with supply currently capped at approximately 15MW.

In February 2026, Sasol and Discovery Green entered into a 150MW power purchase agreement to support the Ampli Energy market, strengthening the platform's ability to expand access to renewable energy and broadening Sasol's participation in third-party energy markets, with energy being available in 2028 onwards.

~1,37GW

Secured via PPAs and self-builds

>R4bn*

Projected cumulative reduction in electricity costs (2025 – 2030)

>10mt*

Projected cumulative scope 2 GHG reduction (2025 – 2030)

* Based on 757MW RE communicated at CMD

GROW AND TRANSFORM CONTINUED

Business building continued

Advancing sustainable feedstock and products from proof to execution FC IC

Over the past year, Sasol advanced sustainable feedstocks and products from concept to early commercial execution through a disciplined, capital-light strategy aligned with market and customer needs.

Its sustainable value chain uses proprietary technology and existing assets to convert diverse feedstocks into certified lower-carbon fuels and products, linking feedstock security, asset capability, and commercialisation to support efficient capital use, execution readiness, and scalable operations.

Sasol secured internationally recognised sustainability certification from TÜV SÜD for priority pathways, including Natref and selected Secunda-derived value chains, enabling it to market RD and SAF through existing infrastructure and reinforcing its position as Africa's first refinery with this certification.

It also demonstrated commercial-scale RD and SAF production from used cooking oil in South Africa, validating operability and scale-up potential without major capital investment. Customer and partner engagement, ISCC+ certification, and successful output keep Sasol on track to meet its CMD RD and SAF commitments.

During the year, Sasol and Topsoe reviewed their sustainable aviation fuel (SAF) partnership and began preparing for the orderly wind-down of Zaffra, subject to legal and governance approvals. Zaffra helped build market insight, strengthen collaboration and develop a strong opportunity pipeline.

The decision relates only to the partnership's future structure and does not signal a shift away from SAF or the Sasol-Topsoe relationship. A more focused, flexible model is expected to support the next phase better, while allowing each company to pursue priority projects, innovation, and market opportunities.

The Single Point Licensor (SPL) framework remains central and will continue to support integrated customer solutions. With six licences signed, Sasol and Topsoe may use fit-for-purpose structures for opportunities requiring deeper or differentiated collaboration.



Market mechanisms: carbon credits and renewable energy certificates

Sasol uses carbon credits and renewable energy certificates (RECs) to support its Emission Reduction Roadmap and 2030 greenhouse gas reduction targets, complementing operational emissions reductions. In FY26, Sasol retired approximately 3,84 million carbon credits against its carbon tax obligation, supporting verified emissions-reduction projects and South Africa's carbon market.

Sasol continues to strengthen its carbon-market capabilities to support future

compliance, decarbonisation and value creation, with FY27 focused on expanding market participation and assessing strategic opportunities.

High-quality carbon offsets are expected to play an important role in addressing hard-to-abate emissions while contributing to sustainable-development outcomes, including community upliftment, job creation and stronger local value chains.

Fuelling hard-to-abate sectors

Sasol is strengthening its feedstock base to ensure long-term growth, focusing on local supply options such as biomass,

biolipids, biomethane, and recycled carbon streams, such as end of life tyres. Sasol has progressed energy crop development through field trials of crops such as Solaris and Moringa in collaboration with Anglo American and De Beers, aiming to rehabilitate mining land while developing potential future feedstock supply. The Bio Feedstock Research Centre has shortlisted high-yield biomass crops through collaboration with universities and research groups, assessing their suitability for South Africa. These initiatives help reduce reliance on global feedstock markets, improve supply resilience, and retain value locally.

Bridging declining gas supply

Sasol continues to protect and extend gas income streams while enabling a phased transition to future gas solutions. Progress during the year included the development of gas-to-power demand aggregation, supporting industrial and power-sector demand while reinforcing the role of gas in Sasol's broader energy and transition portfolio.

FY25 – FY28

Extend supply

Continue with **upstream exploration activities** in southern Mozambique to unlock further value

FY29 – FY30

Gas bridge

Offer methane-rich gas to provide supply certainty for gas customers

FY30+

Aggregate liquefied natural gas (LNG)

Import LNG to meet long-term external market demand and **co-develop** gas-to-power demand

PRESERVE AND GROW LONG-TERM VALUE THROUGH DEVELOPMENT OF SUPPLY OPTIONS AND GAS-TO-POWER INITIATIVES



SUMMARISED FINANCIAL PERFORMANCE

Sasol's focus remains on strengthening the financial foundation of the business, supporting delivery against the strategy and enabling sustainable long-term value creation.

Chief Financial Officer Statement
Performance overview

66

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CHIEF FINANCIAL OFFICER STATEMENT



WALT BRUNS // Chief Financial Officer

Dear stakeholders

FY26 marked another important step in delivering the commitments we set out at our CMD and strengthening Sasol's financial position. We continued to advance our strategic priorities to restore the Southern Africa value chain, reset International Chemicals and deliver our Grow and Transform agenda.

Our financial framework continued to guide the decisions we made during FY26. Improved operational performance, strict cost management and disciplined capital allocation created operating leverage across the business, positioning Sasol to convert improved market conditions in the latter part of the year into stronger earnings and further balance sheet strengthening. While this progress is encouraging, we recognise that it is part of the ongoing journey to deliver the FY28 commitments we made at our Capital Markets Day (CMD). Our focus remains on consistent execution, stronger cash generation and building a more resilient Sasol.

The year was characterised by ongoing volatility across energy, refining and chemicals markets, geopolitical uncertainty and evolving global trade dynamics. However, macro conditions became more supportive in the fourth quarter following the Middle East (ME) conflict, and it is important to acknowledge the contribution this made to our performance. Equally important is that Sasol was better positioned to capture this benefit as a result of the operational and commercial progress we have made across the business.

Our financial priorities remain unchanged: improving sustainable free cash flow, reducing debt, allocating capital with discipline and resuming dividends when appropriate. These priorities continue to guide our decisions and underpin our commitment to creating long-term value for shareholders and broader stakeholders.

1

Improve sustainable free cash flow

2

Deleverage balance sheet

3

Disciplined capital allocation

4

Resume dividend

Consistent execution against these priorities over the past two years is delivering tangible results, strengthening Sasol's competitiveness and improving financial resilience. While there is more work to do, we are building a structurally stronger business that is better positioned to create sustainable value for our shareholders through the cycle.

KEY MESSAGES

- Stronger earnings through improved business delivery and supportive macro conditions
- Continued balance sheet strengthening through sustainable cash generation and focused debt reduction
- Improved competitiveness through ongoing cost and capital discipline
- Enhanced financial resilience and continued progress towards sustainable shareholder returns
- Proactive risk management with hedging programme in progress

Salient features

- **Adjusted EBITDA*** of R61 billion, up 17% compared to prior year, driven by a combination of management actions and more supportive macros in the last quarter
- **Sales volumes** increased by 4% to prior year, through improved operational performance
- **Cash fixed costs** remained flat compared to prior year
- **Disciplined capital spend** of R21 billion, 18% lower than prior year
- **Free cash flow decreased** by 5% to R11,9 billion, impacted by elevated working capital and once-off Transnet settlement received in prior year
- **Net debt reduced** by 11% to US\$3,3 billion**, with deleveraging prioritised
- **Strong liquidity position** of ~US\$5 billion, ensuring financial resilience

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

** Total debt excluding leases less cash and cash equivalents

CHIEF FINANCIAL OFFICER STATEMENT CONTINUED

Financial performance for the year

Delivering stronger financial performance

We delivered a stronger financial performance in FY26, with improved earnings and robust cash generation. We delivered or exceeded against all our key market guidance metrics with exception of net working capital which was above target range at year-end due to higher pricing resulting from the ME conflict and fuels inventory build.

Adjusted EBITDA increased by 17% to R61 billion, driven by 4% higher sales volumes, stronger oil prices and significantly improved fuel differentials following the ME conflict in the fourth quarter. These benefits were partly offset by a stronger Rand/US dollar exchange rate. The Gross Margin % improved from 45% to 46% with variable costs also increasing mainly due to higher sales volumes and increased crude purchases to accommodate the higher Natref shareholding capacity following the Prax business rescue.

Cost containment remains one of our key focus areas. Cash fixed costs were maintained at R70 billion for the 3rd year in a row, with inflation saved through continued cost optimisation initiatives.

Net working capital as a percentage of turnover for the year, increased to 18,3% (16,6% on rolling 6-month basis), above our guidance range of 15,5% – 16,5%. This was driven by higher Q4FY26 pricing, the impact of utilising Prax's shareholding capacity at Natref and higher fuels volumes at year end. These volumes will, however, support planned shutdowns early in FY27. Improving working capital remains a key priority and represents a significant opportunity to strengthen cash conversion over the coming year.

Capital expenditure of R21 billion was 18% lower than the prior year, mainly due to the conclusion of major feedstock gas and compliance spend, together with the absence of the Secunda Operation shutdown in the financial year. We continue to optimise capital across the portfolio, while maintaining safe, reliable and compliant operations. Importantly, this progress has enabled us to revise our FY27 capital guidance and resulted in cumulative savings of R12 – 14 billion over the 3 year-period against the ranges communicated at CMD.

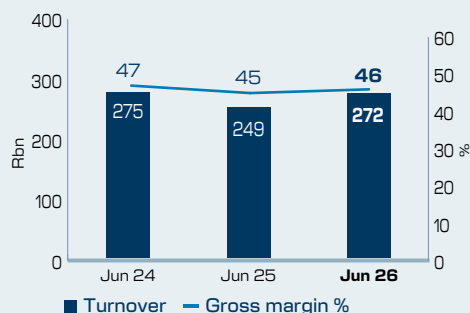
Free cash flow of R11,9 billion decreased 5% compared to the prior year, despite higher earnings and lower capital expenditure. Cash flow was impacted by higher afore-mentioned year-end working capital. Excluding the Transnet SOC Limited net cash settlement received in the prior year, cash generation improved 26%.

In the Southern Africa business, we achieved an oil breakeven price of US\$49/bbl. Excluding the macroeconomic tailwinds and the absence of a Secunda shutdown, the breakeven would have been US\$55 to 58/bbl. This compares positively to US\$63/bbl in FY25, excluding the once-off Transnet settlement. The improvement reflects the continued benefits of our operational improvement, cost and capital optimisation initiatives.

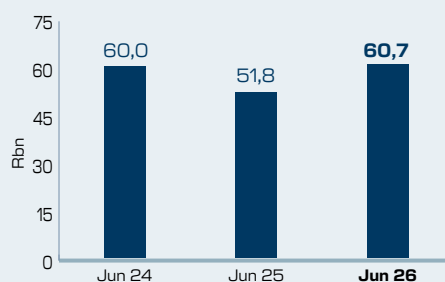
In International Chemicals, the reset programme continues to improve the competitiveness of the portfolio and largely offset the impact of weaker-than-expected market conditions experienced during the first nine months of the year. Together with stronger market conditions in the fourth quarter, this supported adjusted EBITDA of US\$604 million. Approximately US\$150 – 200m of Adjusted EBITDA is directly as a result of the benefit of stronger pricing associated with the ME conflict.

Total impairments of R16,8 billion mainly related to the Secunda liquid fuels refinery cash generating unit (CGU) (R7,7 billion), the Polyethylene CGU (R3,7 billion) and the Production Sharing Agreement development in Mozambique (R3,8 billion). While management actions improved the recoverable amount of the CGUs, these benefits were offset by the stronger forecast Rand/US\$ exchange rate and longer term US\$ pricing. We remain focused on progressing initiatives further to be incorporated in the impairment calculations.

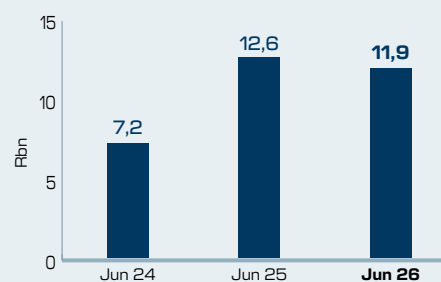
Turnover (Rand billion) and gross margin (%)



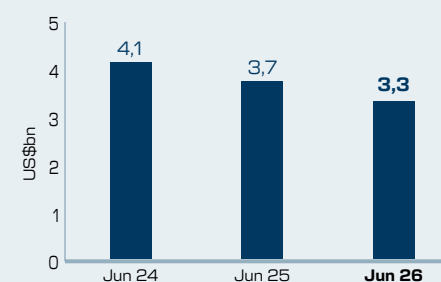
Adjusted EBITDA (Rand billion)



Free cash flow (Rand billion)*



Net debt excluding leases (US\$ billion)



* Free cash flow is defined as cash available from operating activities less first order capital and related capital accruals. The Free cash flow calculation has been updated, in line with the revised capital allocation framework, to include selective growth and transform capital as part of first order capital, previously included under second order capital. Prior years have been reclassified accordingly.

CHIEF FINANCIAL OFFICER STATEMENT CONTINUED

Further strengthening our financial position

FY26 marked another year of meaningful progress in reducing net debt and strengthening our balance sheet.

Net debt (excluding leases) reduced by 11% to US\$3,3 billion compared to US\$3,7 billion in the prior year, and below our guidance of less than US\$3,7 billion, reflecting continued cash generation and disciplined capital allocation. Total debt also decreased from US\$5,8 billion (R103,3 billion) to US\$5,7 billion (R93,9 billion), while liquidity remained strong at US\$5 billion, providing sufficient financial resilience.

During the year, we further optimised our debt maturity profile through the successful issuance of both a 5-year, R5,3 billion floating rate bond in exchange for US\$300 million and a US\$750 million bond maturing in 2033, together with the partial repayment of our 2028 and 2029 bond maturities (i.e. debt neutral). This materially extended our debt maturity profile, further reduced near-term refinancing risk and improved the regional mix of our debt to better match the underlying cash generation of our assets.

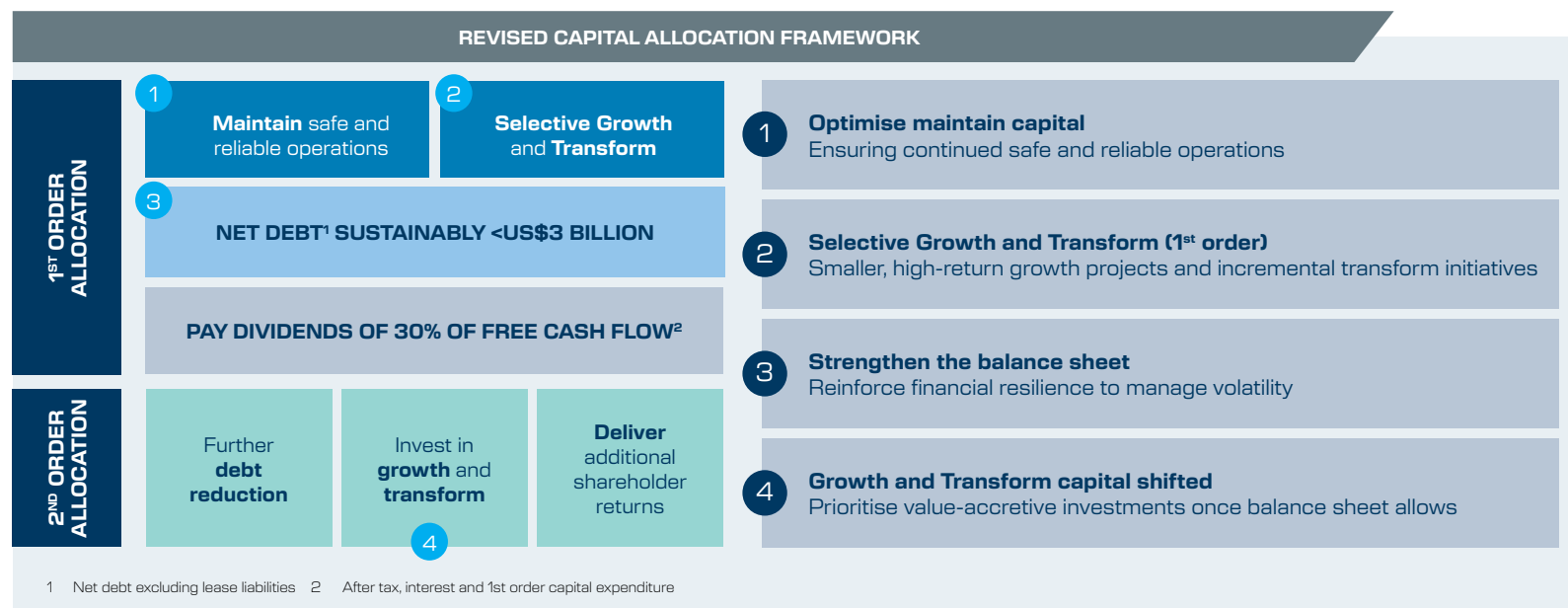
Our proactive hedging programme continues to mitigate the volatility arising from oil price and exchange rate movements. Our strategy is to provide downside protection while retaining upside participation and managing hedging costs. The FY27 oil hedging programme is complete, while the FY27 ZAR/USD hedging programme remains underway.

Disciplined capital allocation

Our capital allocation framework remains central to how we create long-term shareholder value. It provides a disciplined and transparent approach to allocating capital across the business, balancing the need to maintain safe and reliable operations, strengthen the balance sheet, invest in future growth opportunities, and enhance shareholder returns.

In FY26, we continued to apply this framework by prioritising investments that protect the competitiveness of our existing operations while advancing selective growth opportunities. As gas development costs within the PSA licence in Mozambique come to an end, we are redirecting capital to ensure coal and gas feedstock security. At the same time, we remain disciplined in pursuing selective growth opportunities. This included the €60 million final investment decision for the Brunsbüttel specialty alumina project in Germany, supporting the growth of our Advanced Materials business.

Until our net debt target of below US\$3 billion on a sustainable basis is achieved, deleveraging will remain our primary capital allocation priority. Thereafter, our stronger financial position will provide more flexibility to allocate capital where it creates the greatest value, including further debt reduction, additional value-accretive growth investments and/or enhanced shareholder returns.



CHIEF FINANCIAL OFFICER STATEMENT CONTINUED

FY27 outlook: Building credibility through performance

Looking ahead to FY27, our focus remains firmly on delivering against the targets we have set out at CMD. Having strengthened the business during FY26, the emphasis now shifts to sustaining these improvements and continuing to build credibility through performance.

We will target:

- Volume delivery in line with targets as included in the relevant portfolio sections
- Cash fixed cost increases below inflation
- Net working capital between 15,5% and 16,5% of turnover (over 6-month annualised turnover)
- Capital spend between R23 and R26 billion, including selective Growth and Transform capital
- Breakeven for Southern Africa integrated value chain of between US\$53 and 58/bbl and Adjusted EBITDA for International Chemicals of between US\$450 and 600 million
- Net debt lower than US\$3,3 billion
- Continued hedging in line with our strategic hedging policy

FY27 represents the next step in our journey. Our focus is on consistently delivering against the financial framework, strengthening cash generation and creating the financial flexibility required to achieve our CMD commitments and deliver sustainable shareholder returns.

Conclusion

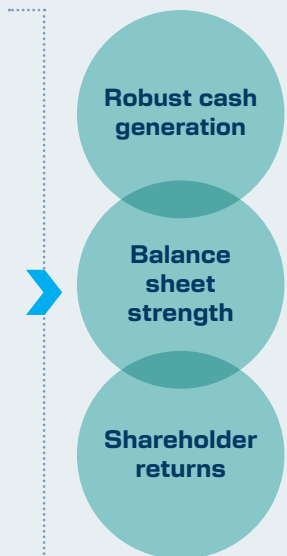
The progress achieved during FY26 reinforces our confidence that Sasol is moving in the right direction. While external markets will remain uncertain, disciplined execution, stronger cash generation and continued balance sheet strengthening are creating a more competitive and financially resilient Sasol. This gives us a clearer pathway to deliver our CMD commitments and create sustainable value for shareholders and broader stakeholders.

I would like to thank Team Sasol for their commitment and resilience throughout the year. Their dedication has been instrumental in delivering this progress. I also thank our shareholders for their continued confidence and support as we continue to execute our strategy.

WALT BRUNS

Chief Financial Officer

1 September 2026

TARGET		OUR FOCUS IS CLEAR	
VOLUMES	Deliver in line with targets		
CASH FIXED COST	Increase below inflation		
WORKING CAPITAL	15,5 – 16,5% ¹		
CAPITAL EXPENDITURE	R23 – 26bn ²		
BUSINESS PROFITABILITY	SA oil breakeven ³ US\$53 – 58/bbl	IC Adj EBITDA US\$450 – 600m	
BALANCE SHEET	NET DEBT <US\$3,3bn ⁴		

¹ Net trading working capital as a percentage of 6-month annualised turnover

² Maintain and selective growth and transform capital

³ Breakeven for Southern Africa integrated value chain, including first order capital

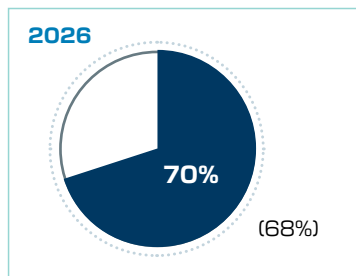
⁴ Excluding lease liabilities



PERFORMANCE OVERVIEW

SOUTHERN AFRICA ENERGY AND CHEMICALS

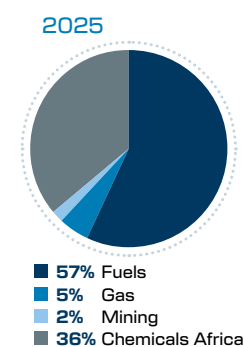
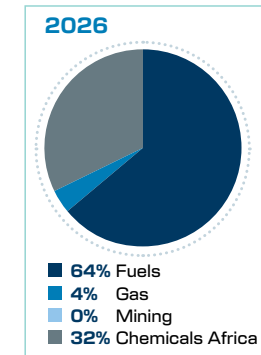
Contribution to Group's external turnover %



Comparative figures for previous year indicated in brackets.

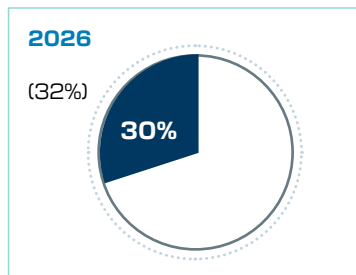
		2026	2025
MINING	Turnover (Rm)	4	3 640
	EBIT (Rm)	3 714	3 954
	Total assets (Rm)	14 293	14 648
	Number of employees	8 556	8 407
GAS	Turnover (Rm)	7 998	8 421
	EBIT (Rm)	1 212	3 048
	Total assets (Rm)	25 312	28 703
	Number of employees	601	617
FUELS	Turnover (Rm)	122 075	96 026
	EBIT (Rm)	19 903	5 222
	Total assets (Rm)	59 599	41 704
	Number of employees	4 331	4 366
CHEMICALS AFRICA	Turnover (Rm)	59 862	60 716
	EBIT (Rm)	(3 339)	5 009
	Total assets (Rm)	65 927	65 298
	Number of employees	6 016	5 994

Turnover (Rm)



INTERNATIONAL CHEMICALS

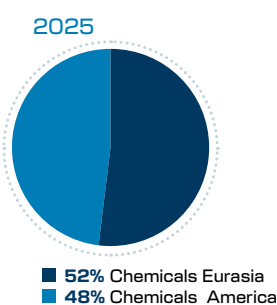
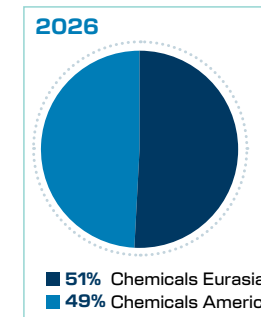
Contribution to Group's external turnover %



Comparative figures for previous year indicated in brackets.

		2026	2025
CHEMICALS AMERICA	Turnover (Rm)	40 290	38 246
	EBIT (Rm)	4 097	1 666
	Total assets (Rm)	81 653	87 952
	Number of employees	1 061	1 155
CHEMICALS EURASIA	Turnover (Rm)	41 889	42 047
	EBIT/(LBIT) (Rm)	1 485	(1 211)
	Total assets (Rm)	32 084	36 347
	Number of employees	2 668	2 764

Turnover (Rm)



BUSINESS SUPPORT

		2026	2025
	Turnover (Rm)	–	–
	(LBIT)/EBIT (Rm)	(1 382)	1 131
	Total assets (Rm)	47 480	46 460
	Number of employees	4 006	4 108

PERFORMANCE OVERVIEW CONTINUED

At 30 June

Non-current assets

R218 billion

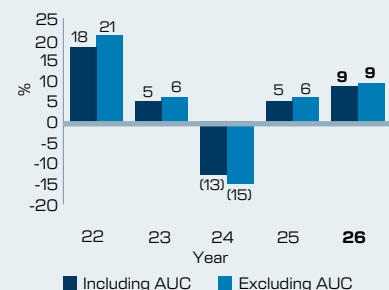
Current assets

R146 billion

Total assets

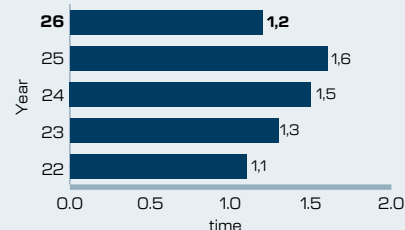
R364 billion

Return on invested capital (ROIC)



The increase in ROIC in 2026 was driven by higher earnings for the year and lower asset impairments compared to 2025.

Net debt to EBITDA



The Net debt: EBITDA ratio decreased to 1,2 times from 1,6 times at 30 June 2025, driven by higher adjusted EBITDA and lower net debt. Net debt decreased reflecting continued cash generation and disciplined capital allocation. Adjusted EBITDA increased due to an improved gross margin, supported by higher sales volumes and favourable pricing conditions following the Middle East conflict.

Assets

	2026 Rm	2025 Rm
Property, plant and equipment	146 710	158 041
Right of use assets	11 375	11 834
Goodwill and other intangible assets	2 503	2 350
Equity accounted investments	10 715	12 959
Other long-term investments	3 406	3 008
Post-retirement benefit assets	1 313	1 083
Long-term receivables and prepaid expenses	3 025	3 543
Long-term financial assets	2 873	780
Deferred tax assets	35 872	35 803

Non-current assets

Inventories	50 321	41 793
Tax receivable	285	1 557
Trade and other receivables	45 862	40 086
Short-term financial assets	6 211	5 615
Cash and cash equivalents	43 304	41 050

Current assets

Assets in disposal groups held for sale	43	53
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Total assets

	363 818	359 555
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Equity and liabilities

Shareholders' equity	163 056	152 427
Non-controlling interests	6 978	5 184

Total equity

	170 034	157 611
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Long-term debt	67 874	88 554
Lease liabilities	15 690	15 177
Long-term provisions	13 961	12 949
Post-retirement benefit obligations	11 622	12 121
Long-term deferred income	199	229
Deferred tax liabilities	2 765	3 478

Non-current liabilities

Short-term debt	27 402	16 940
Short-term provisions	2 804	3 757
Tax payable	1 051	636
Trade and other payables	48 802	47 411
Short-term deferred income	947	625
Short-term financial liabilities	549	66
Bank overdraft	118	1

Current liabilities

	81 673	69 436
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Total equity and liabilities

	363 818	359 555
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Commentary

Property, plant and equipment

Additions to property, plant and equipment of R20,8 billion was 18% lower than the prior year mainly due to the Environmental Compliance Programme nearing completion, the PSA project in Mozambique reaching beneficial operation and project completion, the absence of the Secunda Operations phase shutdown in the current year, and optimised maintain spending across our business. Asset impairments in 2026 amounted to R16,8 billion which is 19% lower than 2025. Refer to Remeasurement items under the Income statement for detail of the impairments

Inventories

Inventory increased with cash movements related to higher pricing in quarter 4 of 2026, the impact of utilising Prax SA's shareholding at Natref, as well as higher inventory volumes at year-end (largely Southern Africa Fuels and Chemicals) which will support planned shutdowns early in 2027. Non-cash movements included the impact of inventory valuation adjustments and translation of foreign operations

Trade and other receivables

The year-on-year increase in trade and other receivables is mainly due to higher pricing in quarter 4 of 2026, and a related increase in the Slate receivable due to the increase in the Basic Fuel Price (BFP).

Long-term and short-term debt

Net debt (excluding leases) reduced by 11% to US\$3,3 billion compared to US\$3,7 billion in the prior year, and below our guidance of less than US\$3,7 billion, reflecting continued cash generation and disciplined capital allocation. Total debt also decreased from US\$5,8 billion (R103,3 billion) to US\$5,7 billion (R93,9 billion), while liquidity remained strong at US\$5 billion, providing sufficient financial resilience.

During the year, we further optimised our debt maturity profile through the successful issuance of both a 5-year R5,3 billion floating rate bond in exchange for US\$300 million and a US\$750 million bond maturing in 2033, together with the partial repayment of our 2028 and 2029 bond maturities (i.e. debt neutral). This materially extended our debt maturity profile, further reduced near-term refinancing risk and improved the regional mix of our debt to better match the underlying cash generation of our assets.

At 30 June 2026, gearing was 43,5% (30 June 2025: 54,0%) and Net debt: EBITDA was 1,2 times (30 June 2025: 1,6 times).

Trade and other payables

Trade and other payables increased compared to the prior year mainly due to impact of utilising Prax SA's shareholding at Natref and higher employee-related payables arising from an increase in the short-term incentive bonus accrual.

Short-term financial liabilities

Short-term financial liabilities increased primarily due to an unrealised loss on the embedded conversion option of the convertible bond, driven mainly by changes in valuation inputs such as the share price, volatility, credit spread and bond maturity.

PERFORMANCE OVERVIEW CONTINUED

For the year ended 30 June

Turnover

R272 billion

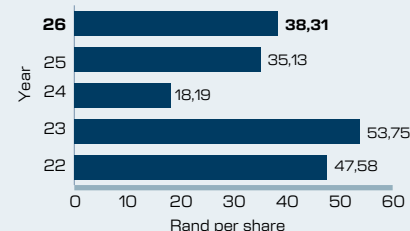
Earnings

R14 billion

Loss on remeasurement items of

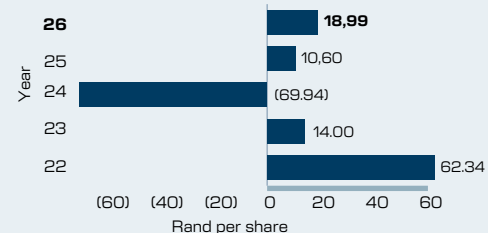
R17 billion

Headline earnings per share



HEPS increased from R35,13 in 2025 to R38,31 in 2026 mainly due the increase in adjusted EBITDA, offset by discount rate impact on rehabilitation provision, unrealised translation loss compared to gain in the prior year, and increase in minority interest earnings

Earnings per share (EPS)



EPS increased from R10,60 in 2025 to R18,99 in 2026 due to the abovementioned increase in HEPS and lower remeasurement items after tax.

	2026 Rm	2025 Rm	2024 Rm
Turnover	272 118	249 096	275 111
Materials, energy and consumables used	(138 032)	(129 141)	(137 957)
Selling and distribution costs	(9 468)	(9 579)	(10 394)
Maintenance expenditure	(14 863)	(15 524)	(15 446)
Employee-related expenditure	(36 787)	(35 298)	(35 465)
Depreciation and amortisation	(13 602)	(14 002)	(15 644)
Other expenses and income	(16 435)	(8 711)	(13 854)
Equity accounted profits, net of tax	79	1 623	1 758
Operating profit before remeasurement items	43 010	38 464	48 109
Remeasurement items affecting operating profit	(17 320)	(19 645)	(75 414)
Earnings/(loss) before interest and tax (EBIT/(LBIT))	25 690	18 819	(27 305)
Finance income	2 329	2 925	3 226
Finance costs	(9 412)	(9 462)	(10 427)
Earnings/(loss) before tax	18 607	12 282	(34 506)
Taxation	(4 149)	(4 556)	(9 739)
Earnings/(loss) for the year	14 458	7 726	(44 245)
Attributable to			
Owners of Sasol Limited	12 149	6 767	(44 271)
Non-controlling interests in subsidiaries	2 309	959	26
	14 458	7 726	(44 245)

	Rand	Rand	Rand
Per share information			
Basic earnings/(loss) per share	18,99	10,60	(69,94)
Diluted earnings/(loss) per share	18,73	10,54	(69,94)

Commentary

Turnover

Turnover increased by 9% compared to the prior year, mainly due to a 4% increase in sales volumes, a 7% increase in the average US\$ per barrel Brent crude oil price, and higher refining margins and fuel differentials supported by the Middle East conflict in quarter 4 of 2026. Turnover was further impacted by higher sales basket prices in Chemicals Africa (1%) and Chemicals Eurasia (13%), offset by lower basket price in America (-5%). These benefits were partly offset by a 7% stronger Rand/US dollar exchange rate

Materials, energy and consumables used

Materials, energy and consumables used increased as a result of the abovementioned increase in sales volumes, and stronger average Rand/US\$ exchange rate, higher Eskom utility costs and escalation in legislated carbon tax rates leading to higher carbon costs. Prior year included a R3,9 billion reduction relating to a non-recurring legal settlement received from Transnet

Other expenses and income

Other expenses and income increased compared to the prior year mainly due to higher translation losses with the strengthening of the Rand, and lower other income compared to prior year. During the prior year, Sasol and Transnet concluded a legal settlement agreement, with R1,6 billion recognised in Other income. The prior year also included R1,3 billion insurance proceeds in Chemicals America from the US East Cracker fire incident that occurred in March 2024.

Equity accounted profits, net of tax

Equity accounted profits decreased by 95% resulting from a decrease in ORYX GTL earnings, with the Middle East conflict resulting in the shutdown of Oryx's GTL facility in March 2026. One train has since started up in July 2026 and the other in August 2026.

Remeasurement items

Total impairments of R16,8 billion were 19% lower than the R20,7 billion in the prior year, and related mainly to the Secunda liquid fuels refinery cash generating units (CGU) (R7,7 billion), the Polyethylene CGU (R3,7 billion) and the Production Sharing Agreement (PSA) development in Mozambique (R3,8 billion). While management actions improved the recoverable amount of the Secunda CGU, these benefits were offset by the stronger forecast Rand/US\$ exchange rate.

Taxation

Our effective corporate tax rate decreased from 37,1% at 30 June 2025 to 22,3% at 30 June 2026. The decrease was mainly due to the lower Italy Care Chemicals CGU impairment recognised in 2026, Sasol Italy tax losses incurred for which no deferred tax assets are recognised as it is no longer considered probable that sufficient future taxable income will be available in the foreseeable future to fully utilise these losses, and Section 12L allowances claimed in South Africa relating to prior years.

PERFORMANCE OVERVIEW CONTINUED

For the year ended 30 June

Cash generated by operating activities

R42 billion

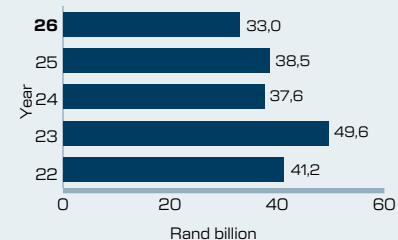
Proceeds from long-term debt

R19 million

Repayment of long-term debt

R24 billion

Cash available from operating activities



Cash available from operating activities decreased from R38,5bn in 2025 to R33,0bn in 2026, mainly due to a high working capital investment which was partly offset by higher cash flow from operations reflecting stronger operational performance.

	2026 Rm	2025 Rm	2024 Rm
Cash receipts from customers	267 407	247 982	272 017
Cash paid to suppliers and employees	(225 437)	(200 179)	(219 696)
Cash generated by operating activities	41 970	47 803	52 321
Dividends received from equity accounted investments	1 410	3 211	1 639
Finance income received	2 300	2 818	3 211
Finance costs paid	(7 063)	(7 998)	(8 638)
Tax paid	(5 624)	(7 293)	(10 932)
Cash available from operating activities	32 993	38 541	37 601
Dividends paid	–	(28)	(7 633)
Dividends paid to non-controlling shareholders in subsidiaries	(513)	(205)	(217)
Cash retained from operating activities	32 480	38 308	29 751
Additions to non-current assets	(21 104)	(25 983)	(30 428)
additions to property, plant and equipment	(20 751)	(25 345)	(30 074)
additions to other intangible assets	(121)	(68)	(85)
decrease in capital project related payables	(232)	(570)	(269)
Cash contribution to equity accounted investments	(80)	(63)	(113)
Proceeds on disposals equity accounted investments	126	–	–
Proceeds on disposals and scrapplings	215	372	129
Proceeds from assets held for sale	52	53	9
Purchase of investments	(189)	(1 055)	(173)
Proceeds from sale of investments	108	946	69
Long-term receivables repaid	576	511	357
Long-term receivables granted	(1 188)	(431)	(298)
Increase in long-term restricted cash	(204)	(236)	(209)
Cash used in investing activities	(21 688)	(25 886)	(30 657)
Proceeds from long-term debt	18 579	471	30 692
Repayment of long-term debt	(23 651)	(14 060)	(35 468)
Payment of lease liabilities	(2 800)	(3 077)	(2 698)
Proceeds from short-term debt	3 977	3 613	2 691
Repayment of short-term debt	(3 397)	(3 556)	(2 183)
Cash used in financing activities	(7 292)	(16 609)	(6 966)
Translation effects on cash and cash equivalents	(1 363)	(26)	(633)
Increase/(decrease) in cash and cash equivalents	2 137	(4 213)	(8 505)
Cash and cash equivalents at the beginning of year	41 049	45 262	53 767
Cash and cash equivalents at the end of the year	43 186	41 049	45 262

Commentary

Cash generated by operating activities

Cash generated by operating activities decreased by 12% to R42,0 billion compared to the prior year despite higher earnings, due to higher year-end working capital driven by higher pricing in the fourth quarter of 2026, the impact of utilising Prax shareholding at Natref and higher fuel volumes at year end.

Tax paid

Tax paid decreased compared to the prior year mainly due to a tax refund received in 2026 of R1,2 billion, relating to Section 12L allowances in South Africa.

Dividends paid

No dividends were declared in the current year. The last dividend declared was at interim 2024.

Proceeds from and repayment of long-term debt

On 23 July 2025, SFIL issued a floating rate bond of R5,3 billion. In exchange, SFIL received US\$300 million. The bond is guaranteed by Sasol Limited, has a 5 year maturity, bears quarterly interest, is repayable in ZAR with covenants similar to those in the existing US\$ bond documents and no new covenants were introduced. 2033 US\$ bond of US\$750 million (R12,3 billion) was issued in April 2026, the proceeds were used to partially repurchase the 2028 and 2029 US\$ bonds (R12,3 billion). The result of the transaction being debt-neutral, while extending the debt maturity.

Cash and cash equivalents

Our net cash on hand position increased from R41 billion at 30 June 2025 to R43 billion at 30 June 2026 mainly attributable to lower capital expenditure and the debt optimisation negated by lower cash available from operating activities due to the working capital increase.



EMBEDDING GOOD CORPORATE GOVERNANCE

At Sasol, governance serves as a key mechanism through which the Board provides strategic direction. Aligned with internationally recognised principles, the governance framework supports disciplined decision-making and the sustainable creation of long-term value.

Governance overview	<u>75</u>
Board of Directors	<u>78</u>
Board focus areas	<u>81</u>
Board Committees	<u>82</u>

GOVERNANCE OVERVIEW

Governance at Sasol supports disciplined decision-making, effective oversight and long-term value creation.

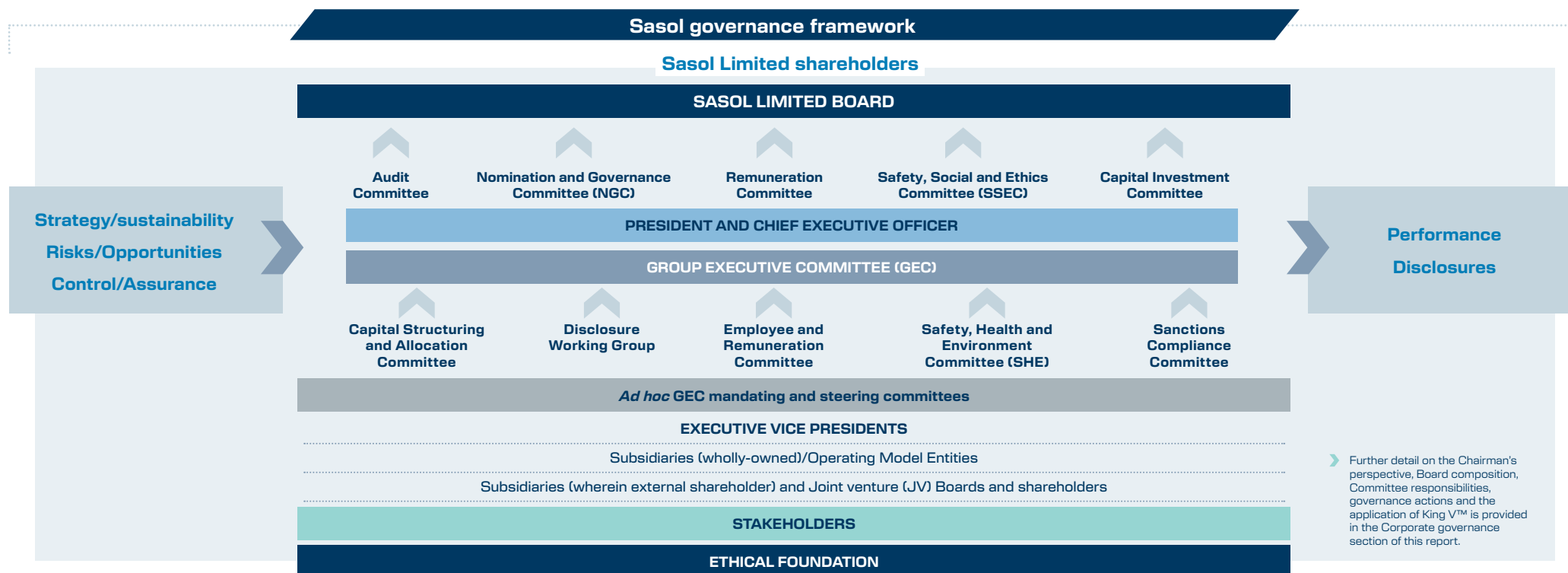
The Board steers and sets the direction of the Group, bringing independent, informed and effective judgement to bear on material decisions, while ensuring that strategy, risk, performance and sustainable development considerations are appropriately balanced.

The Board confirms that Sasol has applied all the principles of the King V Report on Corporate Governance™ for South Africa, 2025 (King V™) during the reporting period. The governance practices described in this report and further detailed in the Sasol's King V application and disclosure report have contributed to the strengthening of the governance outcomes of ethical culture, performance and value creation, conformance and prudent control, and legitimacy.

The Board oversees purpose, strategy and value creation; holds management accountable for execution and conduct; governs risk, internal control, information, and decision making; and considers stakeholder interests, social responsibility, and the Group's long-term viability. In FY26, the Board's oversight remained aligned to the strategy presented at Capital Markets Day (CMD) in May 2025: strengthening the foundation business while positioning Sasol for growth and transformation. Focus remained on restoring the Southern Africa value chain, resetting International Chemicals, maintaining disciplined capital allocation and deleveraging, advancing the Emission Reduction Roadmap

and renewable energy ambition in a value-accretive way, and preserving value in the gas business as transition choices evolve. Public updates also highlighted safety leadership, operational resilience, balance sheet strength, proactive risk management, and pragmatic decarbonisation that supports energy security and affordability.

Sasol's governance structure is designed to ensure clear accountability and the effective exercise of authority. The Board operates through its Committees and an established delegation of authority framework, while management, led by the President and Chief Executive Officer and the Group Executive Committee, is responsible for strategy execution and day-to-day operations within delegated limits. As shareholder, Sasol Limited actively exercises its rights and participates in decision-making on material matters across its subsidiaries. Subsidiaries adopt the Group governance framework, with their Memoranda of Incorporation aligned accordingly. This structure enables focused Board oversight of matters most material to sustainable value creation, without impinging on management's execution responsibilities.



GOVERNANCE OVERVIEW CONTINUED

How governance supports value creation

At Sasol, governance is not separate from strategy; it is the mechanism through which the Board sets direction, oversees execution, monitors performance, governs risk, allocates capital and holds management accountable for responsible value creation.

The Board oversees the Group's strategic direction and monitors management's execution against approved priorities and targets. In doing so, it considers the interdependencies between Sasol's business model, material matters, principal risks and opportunities, and the capitals on which the business depends. This enables the Board to assess trade-offs explicitly, including those between short-term performance, operational resilience, sustainability outcomes, stakeholder expectations and long-term competitiveness.

Subsidiaries apply Sasol's governance framework in a manner appropriate to their nature, size and risk profile. Governance with

significant subsidiaries, joint arrangements and material operations is monitored to ensure that it remains aligned with Group standards and strategic objectives.

The Board's governance approach is aligned to internationally recognised principles and is anchored in a structured system of oversight, delegation and accountability. The table below summarises how these principles are embedded in the Group's governance practices, with linkages to relevant sections across the report where these are discussed in greater detail.

Governance Principle	How the Sasol Board Provides Oversight	Primary Mechanisms/Structures	Cross-report Reference
Purpose and Value Creation	Steers purpose and long-term value creation, aligning strategy, capital allocation and stakeholder outcomes.	Strategy and capital allocation approval, performance oversight	Purpose; Value proposition; Business model; Integrated value chains
Accountability	Maintains clear accountability for performance, governance and ethical conduct across the Group.	Delegation of Authority, Board and Committee mandates	Governance overview; Group governance
Stakeholder Engagement	Adopts a stakeholder-inclusive approach, balancing shareholder and broader stakeholder interests.	SSEC oversight, stakeholder reporting	Stakeholders and stakeholder themes; Sasol in society
Ethical Leadership and Culture	Sets the tone for ethical leadership and oversees culture, integrity and responsible conduct.	Code of Conduct, ethics oversight, whistleblowing	Ethics; Human capital management
Strategy and Performance Oversight	Approves and monitors strategy execution against defined financial and operational performance metrics.	Strategy reviews, performance monitoring, GEC oversight	Strategy; Performance for the year; Chief Financial Officer overview
Risk Governance	Ensures key risks are identified, assessed and managed within defined risk appetite.	Audit Committee, enterprise risk management framework	Risk management; Material matters

GOVERNANCE OVERVIEW CONTINUED

How governance supports value creation continued

Governance Principle	How the Sasol Board Provides Oversight	Primary Mechanisms / Structures	Cross-report Reference
Compliance and Control	Oversees compliance with applicable laws, regulations and internal control frameworks	Combined assurance, internal audit, compliance oversight	Governance overview; Environmental compliance; Non-financial data management and governance
Sustainability and Responsibility	Ensures the integration of sustainability into strategy, overseeing Environmental, Social, and Governance (ESG) priorities and disclosures	SSEC oversight, ESG monitoring	Sustainability at Sasol; ESG snapshot; Climate change; Environmental sections
Information and Transparency	Ensures the integrity, quality and transparency of disclosures and reporting	Disclosure controls, integrated reporting processes	Welcome to our integrated report; Director approval process of the IR
Leadership and Board Effectiveness	Ensures appropriate composition, independence, skills and ongoing development	NGC oversight, skills matrix, evaluations	Chairman's statement; Group governance
Delegation and Control Balance	Delegates authority while maintaining oversight of management execution and decision-making	Committee structures, governance forums	Group governance; Group Executive Committee
Innovation and Technology Governance	Oversees responsible use of technology, including digital innovation, AI and data governance risks	IT governance, cyber oversight, policies	Information management and cybersecurity; Non-financial data management and governance



BOARD OF DIRECTORS

Sasol's Board of Directors is responsible for strategic direction and control. Their independent, effective and informed judgement guides strategic decisions.

Committees

	Chairman of Committee
	Audit Committee member
	Capital Investment Committee member
	Nomination and Governance Committee member
	Remuneration Committee member
	Safety, Social and Ethics Committee member

In terms of our Memorandum of Incorporation, the Board shall consist of a maximum of 16 directors. Up to five may be Executive Directors. One-third of Directors must retire at every Annual General Meeting (AGM) and are eligible for re-election. The Board determined that it would comprise a maximum of 14 directors.



MURIEL DUBE (54)

Independent non-Executive Director and Chairman
(Appointed: 2018)

South African

BA (Human Sciences); BA (Hons) (Politics); MSc (Environmental Change and Management) (Oxon); Executive Certificate in Climate Change and Development (HILD); Executive Finance Programme (Oxford Saïd Business School); Board Effectiveness Programme (Harvard Business School)



SIMON BALOYI (49)

Executive Director and President and Chief Executive Officer
(Appointed: 2024)

South African

MScEng (Chemical)
MSc (Engineering Management)
Management Programme (INSEAD Business School)
Leading Global Business Programme (Harvard Business School)



WALT BRUNS (45)

Executive Director and Chief Financial Officer
(Appointed: 2024)

South African

BCom, CA(SA)



VUYO KAHLA (56)

Executive Director and Executive Vice President: Commercial and Legal
(Appointed: 2019)

South African

BA, LLB
Advanced Management Programme (MIT Sloan School of Management)



DAVID EYTON (68)

Independent non-Executive Director
(Appointed: 2024)

British

BA Engineering
MA Engineering



MANUEL CUAMBE (64)

Independent non-Executive Director
(Appointed: 2016)

Mozambican

BEng (Electrical)
Postgraduate Certificate in Management Studies



MARTINA FLÖEL (66)

Independent non-Executive Director and Lead Independent Director
(Appointed: 2018)

German

MSc (Chemistry)
PhD (Chemistry)



RHIDWAAN GASANT (67)

Independent non-Executive Director
(Appointed: 2026)

South African

BCompt (Hons); CA(SA);
ACMA; CGMA; EDP (Wits)



STANLEY SUBRAMONEY (67)

Independent non-Executive Director
(Appointed: 2021)

South African

BCompt (Hons) (Accounting Science), CA(SA)



TRIX KENNEALY (68)

Independent non-Executive Director
(Appointed: 2017)

South African

BCom (Hons) (Accountancy)



XIKONGOMELO MALULEKE (45)

Independent non-Executive Director
(Appointed: 2025)

South African

BCom (Accounting),
BCom (Hons) (Accounting),
MBA, CA(SA)

www.sasol.com The roles and functions of the Chairman, Lead Independent Director and President and CEO are described in the Board Charter available on our website: www.sasol.com

Ms KC Harper resigned as independent non-executive director and member of the Board Committees effective 16 February 2026

BOARD OF DIRECTORS CONTINUED

Board composition, succession and capability

Sasol recognises and embraces the benefits of a diverse Board and believes that an appropriate mix of skills, experience, independence, background, culture, gender and tenure enhances the quality of debate and contributes to better decision-making and supports a balanced distribution of power and authority at Board level, ensuring that no one director has unfettered powers of decision-making.

During FY26, the NGC continued to oversee Board succession planning with reference to Sasol's strategic priorities, governance risks and future leadership requirements. The Board skills matrix was refreshed during the year to better reflect the capabilities required for the next phase of Sasol's strategy. The revised approach places greater emphasis on evaluating the practical application of skills at Board level, supported by proficiency ratings linked to directors' contributions on key topics.

www.sasol.com Refer to the Board Charter for the policy and process for the appointment of Directors available on our website at www.sasol.com

Board capability and skills

The Board is responsible for ensuring that Sasol is governed and directed by a collective body with the requisite skills, experience, competencies and attributes to oversee the Company's strategy, performance, risks and opportunities, and to support the sustainable creation of long-term stakeholder value.

The Board has adopted a skills and competency framework that defines the capabilities required to discharge its governance and oversight responsibilities effectively. The framework is reviewed periodically to ensure continued alignment with Sasol's strategic priorities, operating environment, risk profile and future leadership requirements, and reflects both current and emerging capabilities required to support the Company's long-term success.

The Board's competency framework encompasses:

- Strategic leadership and business development
- Financial literacy and capital allocation
- Industry and market insight
- Legal, regulatory and governance expertise
- Sustainability and ESG leadership
- Digital technology, transformation and innovation
- Information and cyber risk governance
- Executive leadership and talent management
- Energy transition and decarbonisation
- Major project oversight
- Global risk and geopolitical awareness

- Entrepreneurship and innovation
- Circular economy and resource efficiency
- Advanced analytics and AI strategy
- Stakeholder engagement and future governance

During FY26, Directors completed an assessment against defined proficiency criteria for each competency area. The assessment considered Directors' qualifications, experience, knowledge, judgement and demonstrated contribution to Board and Committee deliberations and oversight activities. The results were consolidated into a Board skills matrix to evaluate the Board's collective capability and identify opportunities for ongoing development.

The outcomes of the assessment are considered by the Nomination and Governance Committee and the Board to inform Board succession planning, capability development and future appointments, ensuring that the Board continues to maintain an appropriate mix of skills, experience, independence and diversity aligned to Sasol's strategic priorities and evolving business requirements.

Following completion of the FY26 assessment, the Board concluded that it possesses the requisite mix of skills, experience and competencies required to discharge its responsibilities effectively. The assessment confirmed that the Board is appropriately equipped to oversee the execution of Sasol's strategy, monitor risk and performance, respond to emerging challenges and opportunities, and support the sustainable creation of value for stakeholders.

www.sasol.com Refer to Sasol's Form 20-F for more detail regarding skills and experience of each Director, available on our website: www.sasol.com

Director induction and continuous development

Sasol maintains a structured and tailored induction programme to support the effective integration of newly appointed non-Executive Directors. The programme is designed to provide directors with a comprehensive understanding of the Group's strategy, business model, operations, governance framework and key risks, enabling informed and independent contribution from the outset. It includes engagement with the Chairman, executive management and fellow directors, access to Board and Committee materials, and exposure to operations through site visits where appropriate. Committee-specific induction and follow-up engagements are also conducted to assess effectiveness and identify any additional development needs. This approach, complemented by ongoing learning and development initiatives, supports continuous capability building and effective Board oversight.

Company Secretary

The effective functioning of the Board is facilitated and supported by the Company Secretary, who serves as a central source of guidance on governance, legal and regulatory requirements, and evolving legislative developments. The Company Secretary is not a Director of Sasol Limited and maintains an appropriate arm's length relationship with the Board and its members, while supporting robust governance processes, including Board and Committee effectiveness, as well as director induction and ongoing development.

The Board is satisfied that the role is performed with independence, professionalism and integrity, and that the Company Secretary has the requisite competence, qualifications and experience to fulfil this responsibility.

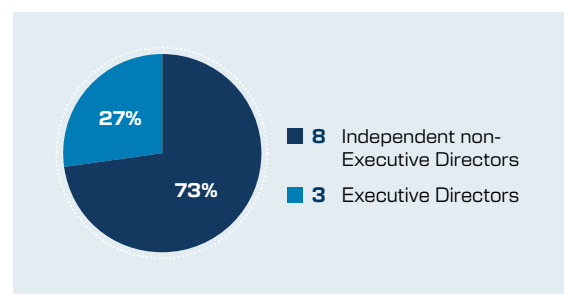
BOARD OF DIRECTORS CONTINUED

Independence

The Board maintains a strong commitment to independence as a cornerstone of effective governance and objective oversight. Independence is assessed annually against the criteria set out in the Companies Act, King V™ principles and other applicable regulatory requirements. All non-Executive Directors, including the Chairman, are independent. Directors may serve for a period of nine years, extendable annually up to a maximum of 12 years. In determining independence, the Board applies a substance-over-form approach, considering skills, capabilities, experience, tenure, relationships and any other factors that may impair objective judgement. Where a director's independence may be impacted, appropriate disclosures are made and mitigating measures are implemented. Sasol also has a rigorous process in place to manage conflicts of interests. The Nomination and Governance Committee considers the commitments of Directors when they are first appointed, as well as annually, or at any other time when a Director's circumstances change and warrant re-evaluation. This is done to determine whether a Director has sufficient time to discharge his or her duties effectively and is free from conflicts that cannot be managed satisfactorily.

This approach ensures balanced, unbiased decision-making and safeguards the integrity of the Board's oversight.

Board Categorisation



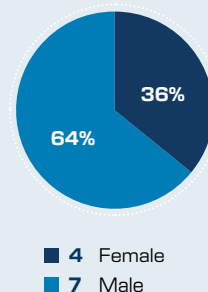
Diversity

The Board recognises diversity, including gender, as a key driver of effective governance and sustained performance. It is committed to fostering a diverse and inclusive board composition across a range of dimensions, including gender, skills, experience, race, nationality and age, and it is the Board's policy that broader diversity at Board level will be promoted. Diversity considerations are embedded in the nomination and succession planning processes, supported by measurable targets and ongoing monitoring. This approach ensures a broad range of perspectives, enhances the quality of decision-making, and strengthens the Board's overall effectiveness.

The Board approved voluntary gender and race diversity targets of 40% and 50% respectively. The current Board composition, at 36% female representation measured across the full Board, is below the 40% target following the resignation of Ms KC Harper in February 2026. The Board maintains a deliberate and proactive focus on gender balance in future succession planning and nomination decisions.

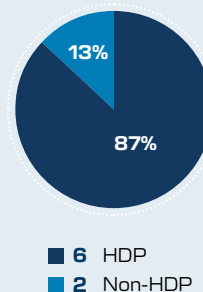
Gender

Gender voluntary target as approved - **40% female** (same as FY25).



Race

Target for Historically Disadvantaged Persons (HDP)* voluntary target of **50%**

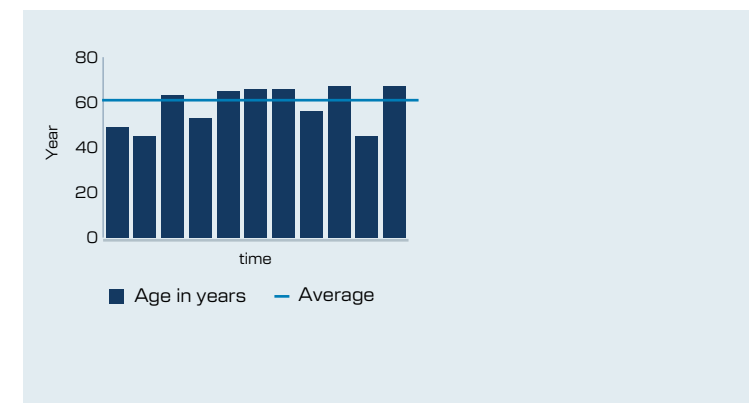


* Percentage of South African Directors

Age and Tenure

In line with its Memorandum of Incorporation, the Board does not prescribe fixed limits on age, tenure or nationality, but applies the eligibility and disqualification provisions of the Companies Act. This principles-based approach enables the Board to maintain an appropriate balance of experience, continuity and diverse global perspectives, supporting effective governance and alignment with Sasol's strategic and international footprint.

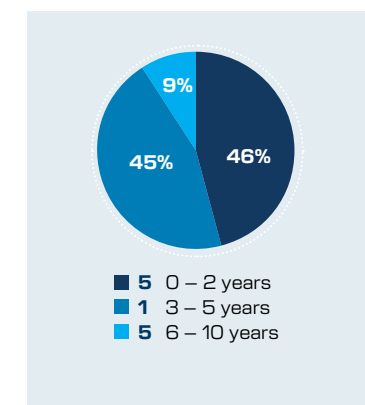
Age



Meetings and attendance

There are nine scheduled Board engagements: seven formal Board meetings and two Board strategy sessions. For the reporting period the Board held seven meetings and two strategy meetings.

Board tenure (years)



FY26 ✓

9
Meetings

100%
Attendance

The Board is satisfied that it remained appropriately constituted during the year, with the required balance of knowledge, experience, independence, diversity and industry insight to discharge its duties effectively. Additional detail on Board composition, attendance and committee membership is provided in the King V™ Disclosure Framework.

BOARD FOCUS AREAS

Board focus areas and key discussions

In addition to routine agenda items covering feedback from Board Committees, performance oversight, approvals in line with the delegation of authority, sustainability matters, and relevant insights, the Board maintains a structured focus on strategic matters. Each quarterly meeting cycle includes dedicated strategy updates, reflecting our continuous and adaptive approach to guiding strategic direction and managing risks in the context of evolving market dynamics and regional uncertainties. During the year, the Board considered a range of significant matters aligned to its oversight of strategy execution, financial resilience, operational performance and long-term sustainability.

Key discussion themes included:

[Link to capitals](#)

B-BBEE AND SASOL KHANYISA	The Board deliberated on the future of the Sasol Khanyisa structure, focusing on responsible unwinding, stakeholder fairness and management of potential reputational implications.	SC FC HC
FINANCIAL RESILIENCE, LIQUIDITY AND CAPITAL DISCIPLINE	Focused attention was given to liquidity, balance sheet strength and free cash flow generation, including refinancing initiatives and covenant management. The Board support prudent capital allocation and dividend discipline to strengthen financial resilience.	FC
GOVERNANCE AND BOARD EFFECTIVENESS	The Board continued to enhance its effectiveness through regular evaluations, succession planning and ongoing optimisation of Board and Committee composition. Focus was placed on ensuring an appropriate balance of skills, experience and diversity while streamlining governance processes to support quality decision-making and long-term value creation.	IC HC
PORTFOLIO MANAGEMENT AND CAPITAL ALLOCATION	The Board deliberated portfolio optimisation and capital allocation, balancing short-term constraints with long-term value creation. Key considerations included Natref/Prax SA developments, progress and prioritisation of major capital and transition projects, including strategic partnerships, funding structures, mergers and acquisitions and asset positioning.	FC MC IC
RISK MANAGEMENT AND EMERGING RISKS	The Board maintained oversight of the Group's material risks through an integrated enterprise risk management and combined assurance approach. Discussions focused on risk appetite, escalation triggers, mitigation actions and emerging risk themes, including cyber security and AI-related risks	IC FC SC
SAFETY, CULTURE AND OPERATIONAL DISCIPLINE	The Board maintained close oversight of safety performance and organisational culture during the year, including consideration of the lessons learned from a fatal incident. Focus was placed on the effectiveness of safety and cultural interventions, leadership accountability and the sustainability of behavioural improvements across operations. The Board monitored progress in strengthening operational discipline and embedding safety expectations consistently throughout the Group, with emphasis on translating standards and commitments into demonstrable outcomes.	HC SC MC
STAKEHOLDER ENGAGEMENT AND MARKET POSITIONING	The Board considered investor sentiment, share price performance and stakeholder expectations, emphasising credible delivery against commitments, transparent and consistent communication and strengthened stakeholder engagement.	SC FC
STRATEGY EXECUTION, LONG-TERM VALUE AND PERFORMANCE DELIVERY	The Board assessed progress against strategic priorities and considered the actions required to sustain delivery momentum, improve competitiveness and support long-term value creation across the portfolio.	FC MC IC
MIDDLE EAST CONFLICT AND BUSINESS RESILIENCE	The Board monitored the evolving impact of the Middle East conflict on the Group's people, operations and financial performance. Key areas of focus included employee wellbeing, business continuity, supply security, operational resilience and the potential effects of prolonged regional disruption. The Board reviewed mitigation measures and contingency plans across the portfolio to ensure the Group remained well positioned to respond to changing geopolitical and market conditions.	FC MC IC

BOARD COMMITTEES



Committee governance and how our Committees create and protect value

The Board is supported by its five formal Committees, namely the Audit, Nomination and Governance, Remuneration, Safety, Social and Ethics and Capital Investment Committee. Each of which operates under formal terms of reference approved by the Board and reviewed periodically. Committee chairmen report to the Board after each meeting, ensuring that matters within the ambit of each Committee's responsibilities are integrated into the Board's overall deliberations.

The Board has purposefully assumed direct responsibility for the governance of risk and does not delegate this responsibility to a separate Board Committee. Rather, risk oversight is considered by the Board as a whole, with each Board Committee monitoring the risks within the ambit of its responsibilities and escalating material issues to the Board as appropriate.

Audit Committee

AC

CHAIRMAN
GMB Kennealy

The Committee plays a critical role in supporting the Board in safeguarding the integrity of reporting, strengthening the control environment and enhancing confidence in the Group's governance and financial disclosures.

MEMBERS

DGP Eyton – Stepped down as a member on 1 June 2026.
Mr Eyton is a permanent invitee, as Chairman of the SSEC, to enhance coordination and oversight in a non-member capacity.
R Gasant – Appointed as a member on 1 June 2026
KC Harper – Resigned on 16 February 2026
NX Maluleke – Appointed as a member on 22 August 2025
S Subramoney

MEETINGS

5

ATTENDANCE

100%

MANDATE

- Assists the Board in overseeing the integrity, transparency and quality of financial and integrated reporting and external disclosures
- Oversees the independence, performance and effectiveness of the external audit, including recommending the appointment of external auditors and approval of audit scope and fees
- Oversees the effectiveness of the internal audit function and the combined assurance model, ensuring coordinated assurance over key risks and controls
- Monitors the effectiveness of the Group's internal control environment, including internal control over financial reporting and the adequacy of remediation actions
- Oversees financial risk management, key financial judgements and disclosures, including solvency, liquidity and financial sustainability considerations
- Oversees compliance with legal and regulatory requirements relevant to financial reporting, including processes for managing whistleblowing and reporting concerns
- Ensures appropriate assurance over material sustainability information and its alignment with financial and integrated reporting
- Oversees information management, data governance and cyber related risks, to the extent relevant to financial reporting, disclosures and the control environment

IN FY26, KEY AREAS OF FOCUS INCLUDED

- Financial performance and outlook remained under close review, with emphasis on cash flow resilience, working capital optimisation and delivery against CMD commitments
- Ongoing focus on solvency, liquidity and debt management, including refinancing strategies, bond issuance, hedging mandates and covenant risks under stress scenarios
- Continued oversight of internal control effectiveness, with targeted remediation of material weaknesses and strengthening of financial reporting processes
- Progress on Information Management and cyber resilience, including leadership capability and system improvements
- Enhanced focus on combined assurance, with the need to improve forward-looking assurance and prioritisation of deep dives on key risks
- Consideration of significant accounting matters, impairments and regulatory developments
- Risk mitigation via hedging activity support and approval
- The Board confirms that the Audit Committee has executed the responsibilities set out in paragraph 5.7(h) of the JSE Listings Requirements.

The Committee contributes to value creation by safeguarding the integrity of financial and non-financial reporting, strengthening the control environment and enhancing stakeholder confidence in the Group's performance and disclosures.

For a more detailed overview refer to the Committee report that is included in the annual financial statements available at www.sasol.com.

BOARD COMMITTEES CONTINUED

Committee governance and how our committees create and protect value continued

NGC		CHAIRMAN MBN Dube
Nomination and Governance Committee		
The Committee plays a central role in supporting the Board in strengthening governance, enhancing leadership effectiveness and safeguarding long-term, sustainable value creation.		
MEMBERS	MEETINGS	ATTENDANCE
MJ Cuambe DGP Eyton M Flöel GMB Kennealy	5	100%

MANDATE:

- Assists the Board in promoting ethical and effective leadership, sound governance practices and long-term sustainable value creation across the Group
- Oversees the effectiveness of the Group's governance framework, including governance policies, disclosures and emerging governance related risks and alignment with evolving regulatory and best practice requirements
- Oversees Board and Committee composition, succession planning and diversity, including the identification and nomination of directors, independence assessments and maintenance of an appropriate skills mix
- Oversees executive succession and appointments, including recommendations on the composition of the Group Executive Committee and leadership continuity for key roles
- Oversees Board, Committee and Director performance evaluations, and supports the Board in enhancing overall effectiveness and governance maturity
- Oversees director induction, training and continuous development, ensuring the Board maintains appropriate capability aligned to strategic and emerging focus areas
- Oversees legal, regulatory and compliance risk and governance, including monitoring adherence to applicable laws, codes and standards, and the integrity of compliance frameworks
- Supports the Board in overseeing stakeholder governance and shareholder engagement, including investor relations

IN FY26, KEY AREAS OF FOCUS INCLUDED

- Oversight of governance framework enhancements, including preparation for King VTM adoption and ongoing alignment with global governance standards
- Monitoring of regulatory developments and compliance posture, including emerging disclosure and compliance requirements
- Continued focus on Board composition, independence, skills and succession planning, supported by a formal skills development matrix benchmarking and ongoing director development
- Progress on non-Executive Director succession and recruitment, ensuring alignment with future strategic capability requirements
- Oversight of stakeholder and investor considerations, including AGM readiness, proxy voting trends and shareholder engagement matters
- Review of corporate compliance programmes, including alignment with evolving international expectations (e.g. DOJ guidance)
- Monitoring of Board and Committee effectiveness, including evaluation outcomes and development initiatives

Contributes to value creation by ensuring effective leadership, optimal Board composition and robust governance practices that enable sound decision-making and long-term strategic oversight.

REMCO		CHAIRMAN M Flöel
Remuneration Committee		
The Committee plays a key role in supporting the Board in ensuring fair, responsible and transparent remuneration practices that align stakeholder interests and drive sustainable value creation		
MEMBERS	MEETINGS	ATTENDANCE
MJ Cuambe KC Harper – Resigned as member on 16 February 2026 S Subramoney R Gasant – Appointed as member on 1 June 2026	4	100%

MANDATE:

- Assists the Board in overseeing the Group's remuneration framework and policies, ensuring alignment with strategy, performance outcomes and regulatory requirements
- Oversees the design and implementation of remuneration structures, including the appropriate balance between fixed and variable pay and alignment with market benchmarks and internal equity
- Oversees short- and long-term incentive plans, including performance measures, target setting and outcomes, ensuring alignment with financial, operational, ESG and risk considerations
- Oversees remuneration outcomes for executive directors, prescribed officers and employees, including salary increases, incentive awards
- and retention arrangements, and makes recommendations to the Board where required
- Oversees governance and risk considerations in remuneration, including the application of malus and clawback provisions and ensuring remuneration does not incentivise excessive risk-taking
- Oversees remuneration and benefit practices across the Group, including living wage considerations, employee benefits and internal pay equity
- Oversees the preparation and integrity of the Remuneration Report and related disclosures, ensuring transparency and alignment with stakeholder expectations
- Supports the Board in shareholder engagement on remuneration matters, including responding to shareholder feedback and voting outcomes

IN FY26, KEY AREAS OF FOCUS INCLUDED

- Oversight of remuneration outcomes and alignment to performance, including STI and LTI delivery against targets and market benchmarks
- Focus on remuneration governance and disclosure, incorporating shareholder feedback and evolving expectations
- Consideration of market competitiveness of executive remuneration, including potential adjustments to pay structures and incentive pools
- Monitoring of people risks, including talent retention, critical skills and workforce stability
- Review of labour relations and wage negotiations, with attention to inflationary pressures and affordability
- Oversight of Remuneration Policy compliance and updates, including malus, clawback and shareholding requirements
- Continued engagement on culture, employee sentiment and leadership development as key drivers of performance

Contributes to value creation by aligning remuneration outcomes with performance, strategy and stakeholder interests, thereby driving accountability, talent retention and sustainable performance.

Refer to the Remuneration Report for more details on page 148

BOARD COMMITTEES CONTINUED

Committee governance and how our committees create and protect value continued

Safety, Social and Ethics Committee		SSEC	CHAIRMAN DGP Eyton	
The Committee plays a critical role in supporting the Board in overseeing sustainability, safety, social and ethical performance, safeguarding responsible business practices and enabling long-term value creation.				
MEMBERS		MEETINGS	ATTENDANCE	
S Baloyi MJ Cuambe MBN Dube*	M Flöel VD Kahla NX Maluleke	5	100%	
* stepped down as a member effective 1 June 2026				

MANDATE:

- Assists the Board in overseeing safety, sustainability, social and ethics matters, ensuring responsible and ethical conduct across the Group
- Oversees the Group's sustainability strategy, performance and commitments, including progress against targets, material risks and emerging opportunities
- Oversees safety, health and environmental (SHE) performance, including incident trends, risk mitigation and initiatives supporting the Group's Zero Harm ambition
- Oversees the ethical culture and conduct of the Group, including anti-corruption, human rights, ethical supply chain practices and adherence to the Code of Conduct
- Oversees labour, employment and workforce matters, including workforce capability, labour relations, transformation and alignment of skills with strategic priorities
- Oversees the Group's approach to responsible corporate citizenship and stakeholder impact, including community development, environmental stewardship and social licence to operate
- Oversees stakeholder relations, reputation management and external engagement, including participation in industry, regulatory and sustainability-related forums
- Oversees the integrity of sustainability-related disclosures and reporting, including alignment with regulatory requirements and assurance over non-financial information

IN FY26, KEY AREAS OF FOCUS INCLUDED

- Sustained focus on safety performance and culture, including high-severity incident prevention, root cause analysis and strengthening leadership accountability and behavioural discipline
- Oversight of process safety and operational risk management, with targeted interventions to address systemic weaknesses
- Continued monitoring of environmental compliance and regulatory risks, particularly air quality requirements and emissions reduction obligations
- Progress on sustainability priorities, including emissions reduction roadmap delivery, water security, circular economy initiatives and ESG performance metrics
- Review of ethics and culture, including EthicsLine trends, whistleblower protection and reinforcing tone-from-the-top
- Oversight of social impact and corporate citizenship initiatives, including community development, stakeholder engagement and socio-economic programmes
- Monitoring of human rights and modern slavery risks across operations and supply chain

Contributes to value creation by overseeing sustainability, safety and ethical conduct, thereby protecting the Group's social licence to operate and supporting resilient, responsible long-term growth.

Capital Investment Committee		CIC	CHAIRMAN MJ Cuambe	
The Committee plays a critical role in supporting the Board in driving disciplined capital allocation, overseeing strategic execution and enabling sustainable value creation through investment and transformation initiatives.				
MEMBERS		MEETINGS	ATTENDANCE	
S Baloyi WP Bruns MBN Dube*	M Flöel DGP Eyton GMB Kennealy	4	100%	
* stepped down as a member effective 1 June 2026				

MANDATE:

- Assists the Board in overseeing the Group's capital allocation, major investment decisions and strategic execution, ensuring alignment with strategy and long-term value creation
- Oversees and evaluates material capital investments, mergers and acquisitions, divestments and disposals, including associated risks, financial viability and strategic fit
- Oversees the execution and delivery of major projects and strategic initiatives, including monitoring performance against approved investment cases, milestones and value realisation
- Oversees strategic transformation and business growth initiatives, ensuring disciplined investment, scalability and delivery against commitments communicated to stakeholders
- Oversees digital strategy development and execution and related investments, ensuring prioritisation, capital discipline and measurable value delivery from technology and innovation programmes
- Monitors execution risks, delivery performance and benefits realisation, including corrective actions where value delivery is at risk
- Provides oversight of portfolio performance and capital project delivery, ensuring efficiency, cost discipline and alignment with strategic objectives

IN FY26, KEY AREAS OF FOCUS INCLUDED

- Active oversight of the portfolio optimisation and asset review programme, including decisions on underperforming assets and potential partnerships or disposals
- Continued monitoring of large capital projects and strategic investments, including Mozambique PSA and CTT, with focus on execution risk, delays and value preservation
- Emphasis on capital discipline, prioritisation and alignment of investments to strategy and cash generation objectives
- Ongoing work on the emissions reduction roadmap and energy transition initiatives, including renewable energy and sustainable fuels
- Review of strategic growth and inorganic innovation, opportunities, including partnerships and market consolidation opportunities
- Focus on operational reliability and value chain optimisation, particularly at Secunda and across mining and energy infrastructure
- Ongoing monitoring of business transformation initiatives
- Monitoring emerging technologies and future growth and innovation opportunities to support future value creation and business growth.

Contributes to value creation by promoting disciplined capital allocation, overseeing strategic execution and ensuring that investments and transformation initiatives deliver anticipated value.

Refer to the Report of the Chairman of the Safety, Social and Ethics Committee and other sustainability matters on pages 88 – 90

The President and CEO is not a member of the Audit, Remuneration nor the Nomination and Governance Committees but attends meetings by invitation. He is requested to leave the meeting, where appropriate, before any decisions are made that relate to him personally.

BOARD COMMITTEES CONTINUED

Committee governance and how our committees create and protect value continued

The Board Committees operate within an integrated governance framework, with clearly defined yet interconnected mandates that enable coordinated oversight across key areas of the business. Structured interfaces between Committees ensure that material matters – ranging from sustainability and

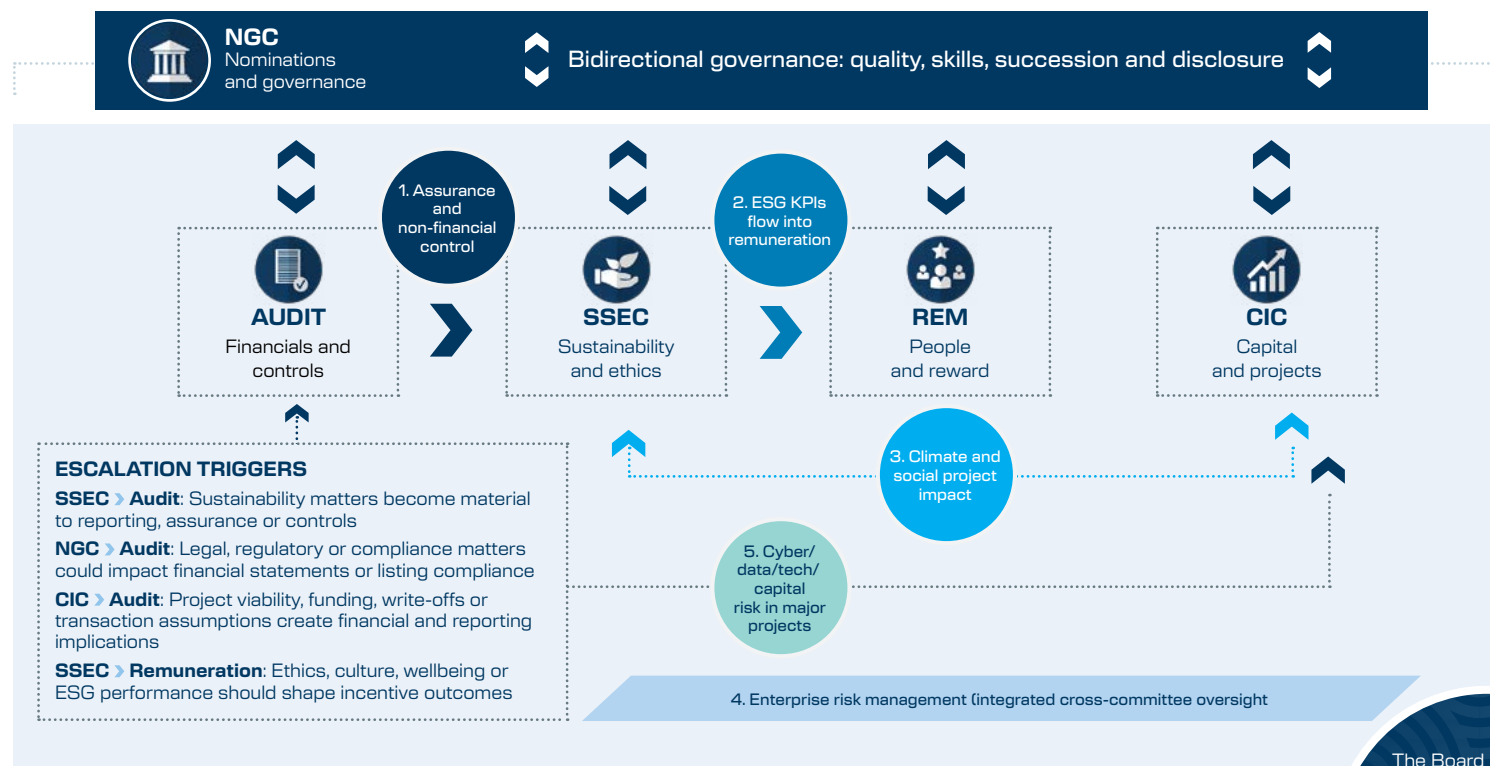
ethical performance to capital allocation, risk, remuneration and financial reporting – are appropriately escalated, considered and addressed at the relevant level. This interconnected approach strengthens decision-making, enhances risk oversight and ensures alignment between strategy, performance and

accountability, ultimately supporting the Group's ability to create and sustain long-term value.

The diagram below illustrates the key interfaces between Board Committees and the flow of material matters across oversight areas.

Visual map of committee interfaces

Five critical integration points between committees



For each Committee, the Board considered whether the Committee remained effective, appropriately composed and sufficiently focused on the matters most relevant to Sasol's strategic priorities and risk landscape.

www The complete terms of reference of the Committees are available on Sasol's website: www.sasol.com

Committee priorities for FY27 are outlined in the focus areas.

Refer to page 81

Board and Committee effectiveness

We remain committed to continuous improvement in Board effectiveness and governance practices.

The Board undertakes regular evaluations of its own performance, as well as that of its Committees, the Chairman and individual directors, in accordance with an approved process. The purpose of these evaluations is to identify strengths, areas for enhancement and actions required to ensure that the Board remains effective in supporting Sasol's strategy, governance needs and the realisation of the outcomes contemplated by King V™.

The formal internal evaluation conducted during FY26 confirmed that the Board and its Committees continue to operate effectively and deliver on their respective mandates, with a high level of alignment to Sasol's strategic priorities and governance requirements. The assessment highlighted strong performance in areas including the quality of oversight, depth of engagement and the effectiveness of Committee leadership in facilitating robust and constructive discussions. Particular strengths were noted in the Directors' ability to address complex and evolving matters such as sustainability, capital allocation, risk and remuneration in an integrated manner.

Opportunities for further enhancement were identified, including strengthening forward-looking oversight of emerging risks, continued focus on the integration of sustainability and ESG considerations across Committee mandates, and further enhancing the effectiveness of cross-committee information flow and coordination. The Board is satisfied that appropriate actions are being implemented to address these areas, supporting the continued evolution of its governance framework and reinforcing its ability to enable sustainable long-term value creation.

The Board is satisfied that it and its Committees remained effective during FY26 and that the actions underway will further strengthen governance quality in FY27.

BOARD COMMITTEES CONTINUED

Focus areas for FY27

Key matters expected to remain a focus for the Board and its Committees in FY27 include:

- **Safety, operational excellence and asset reliability**

Embedding a Zero Harm culture, strengthening process safety and stabilising operations across the Group value chains to improve reliability and cash generation

- **Portfolio performance and optimisation**

Advancing the reset of International Chemicals and strengthening the foundation of the Southern African business to enhance margins, competitiveness and sustainable earnings

- **Financial resilience and disciplined capital allocation**

Maintaining liquidity, strengthening the balance sheet and progressing deleveraging through disciplined capital allocation aligned to the Group's financing strategy

- **Advancing the Grow and Transform agenda**

Delivering value-accretive growth while progressing decarbonisation, renewable energy and gas transition pathways, supported by integrated risk management and sustainability considerations

These priorities reflect the Board's continued focus on strengthening Sasol's operational and financial foundation, enhancing resilience and positioning the Group for sustainable long-term value creation, while ensuring that governance remains responsive to an evolving strategic, regulatory and operating environment, consistent with the Group's strategic objectives.

Board Compliance

The Board is satisfied that it fulfilled its duties and obligations in the 2026 financial year. It is specifically confirmed that:

- As a company listed on the Johannesburg Stock Exchange (JSE) and on the New York Stock Exchange (NYSE) for purposes of our American Depositary

Receipt program, Sasol is subject to, and has implemented controls to provide reasonable assurance of its compliance with all relevant requirements in respect of its listing

- Sasol complies in most significant respects with the governance standards imposed on domestic United States' companies listed on the NYSE and that Sasol applies all the principles of the King V Report on Corporate Governance™ for South Africa 2025 (King V™)

- The Company is in compliance with the provisions of the Companies Act 71 of 2008, as amended (the Companies Act), specifically relating to its incorporation and is operating in conformity with its Memorandum of Incorporation (MOI)

- In the year under review, there were no material violations of any laws or regulations, nor were any material penalties or fines imposed on the Company or its directors for contraventions of any laws or regulations

www.sasol.com Sasol's King V application and disclosure report is available on www.sasol.com

King V™ concluding statement on governance outcomes

The Board is of the view that the governance practices applied during FY26 supported the realisation of the governance outcomes contemplated by King V™, namely Ethical Culture, Performance and Value Creation, Conformance and Prudent Control, and Legitimacy. This conclusion is informed by the matters set out in this governance section, the work of the Board and its Committees, the outputs of the combined assurance model, stakeholder feedback and the evaluation of governance effectiveness undertaken during the year.





SUSTAINABILITY REPORT

Including Environmental, Social and Governance Elements

Sasol's progress towards greater sustainability is evaluated through environmental, social and governance (ESG) elements. These elements are closely connected to the long-term health and wellbeing of society, the planet and the company.

Safety, Social and Ethics Committee
Chairman's statement
Environment, Social and Governance (ESG)
at a glance

ENVIRONMENT

Climate change
Just Transition
Energy efficiency
Air quality management
Land and biodiversity
Water
Waste
Environmental compliance
Environmental incident management
Product stewardship
Sustainable use of plastics

88

91

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99

100

102

104

105

107

108

111

112

114

SOCIAL – LABOUR

Human capital management
Occupational safety and HSI programme
Occupational health
Process safety
Enduring operations

115

121

123

124

125

SOCIAL – COMMUNITY

Sasol in society
Sustainable procurement
Economic inclusion
Shared value and socio-economic industrial projects

126

134

136

139

GOVERNANCE

Human rights
Ethics
Information management, digital and cybersecurity
Sustainability data management and governance

140

142

144

146

SAFETY, SOCIAL AND ETHICS COMMITTEE CHAIRMAN'S STATEMENT



DAVID EYTON // Safety, Social and Ethics Committee Chairman

Dear stakeholders

As Chairman of the Safety, Social and Ethics Committee, I am encouraged by the progress made during the year in integrating sustainability, safety, social and ethical considerations into Sasol's strategy, performance and decision-making. The Committee continued to provide focused oversight of the key risks, opportunities and commitments within its mandate, supporting responsible business practices and sound decision-making on matters material to Sasol and its stakeholders. Further information on our performance and priorities is provided in this report.

// As the Safety, Social and Ethics Committee, we will continue to focus on the safety of our people, maintaining a strong ethical culture, supporting responsible corporate citizenship and overseeing the environmental and social matters most material to Sasol and its stakeholders. //

The Committee fulfils the role of the social and ethics committee of the Company and its South African subsidiaries as required by the Companies Act 71 of 2008, as amended (the Companies Act), and the Regulations thereto. It plays a key role in monitoring and reporting on Sasol's activities as outlined more specifically in Regulation 43 and its terms of reference which is available on www.sasol.com

In fulfilling its mandate, the Committee monitored Sasol's activities during the financial year, with due regard to applicable legal requirements and prevailing codes of best practice, across the following areas:

- Safety, health and environmental performance and consumer relationships, including the impact of Sasol's activities and of its products or services and compliance with consumer protection laws;
- Social and economic development, including adherence to the Organisation for Economic Co-operation and Development's anti-corruption recommendations and the ten principles as set out in the United Nations Global Compact;
- Ethical conduct and the protection of human rights;
- Promotion of equality and the prevention of unfair discrimination, with ongoing monitoring of Sasol's progress in terms of the South African Employment Equity Act, No 55 of 1998 as well as

KEY MESSAGES

- While Sasol's ambition of Zero Harm remains unchanged, there were two tragic fatalities during the year
- Sasol supports the objectives of climate policy and recognise the importance of a just transition that balance climate ambitions with energy security
- Long-term success is closely linked to the wellbeing of the communities in which we operate

Sasol's standing in terms of the South African Broad-Based Black Economic Empowerment (B-BBEE) Act, No 53 of 2003;

- Labour and employment practices, specifically ensuring decent working conditions, sound employee relationships, employee education and gender diversity in line with the International Labour Organisation standards; and
- Corporate social responsibility and more specifically Sasol's contribution to the development of communities where we predominantly operate.

The Committee acknowledges its responsibility for overseeing the integrity of the sustainability, social and environmental information included in this Integrated and Sustainability Report and is satisfied that it provides a fair and balanced reflection of the Group's performance on material matters within its mandate and complies with applicable regulatory requirements. The Committee also continued to oversee developments in the evolving sustainability reporting landscape to support transparent, credible and relevant disclosures for stakeholders.

The Committee is satisfied that it has fulfilled its mandate as set out in Regulation 43 of the Companies Act and in its terms of reference, and that there were no major instances of non-compliance with applicable laws and regulations.

SAFETY, SOCIAL AND ETHICS COMMITTEE CHAIRMAN'S STATEMENT CONTINUED

Reiterating safety ambition of zero harm and embedding learnings from fatalities

Sasol's unwavering commitment to the safety and wellbeing of our people and service providers remains central to our values and a foremost priority. The two tragic fatalities during the year underscored the importance of unwavering discipline, leadership accountability and consistent adherence to critical controls and Life Saving Rules, reinforcing the Committee's focus on learning from incidents and strengthening safety performance. The Committee devoted significant attention to understanding the root causes of these incidents, monitoring the implementation of corrective actions, and ensuring that lessons learned are systematically embedded across the Group and among our service providers. Our focus remains on strengthening safety culture, reinforcing operational discipline and translating learnings into sustained improvements that reduce risk and support our commitment to ensuring that every person returns home safely, every day.

► More information on our safety performance and programmes can be found throughout the Integrated and Sustainability Report.

Protecting human rights and promoting an ethical culture

Maintaining a strong ethical culture and respecting human rights contribute to responsible corporate citizenship and sustainable value creation. During the year, the Committee oversaw the Group's ethics and human rights approach, including the approval of an updated Human Rights Policy and continued focus on strengthening ethical leadership, accountability and a culture that encourages employees to speak up.

The Committee also monitored the effectiveness of Sasol's ethics management processes, including the EthicsLine reporting mechanisms, anti-bribery and anti-corruption programme, and broader initiatives aimed at preventing misconduct, protecting human rights and fostering trust among stakeholders.

► For further information on Sasol's approach to ethics, human rights and anti-corruption, refer to pages 140 – 143 of this report as well as the Business Human Rights Report available on our website.

Our people – building capability, inclusion and workforce resilience

A capable, engaged and diverse workforce enables Sasol's long-term success. During the year, the Committee provided strategic oversight of employee engagement, leadership capability and talent development, alongside workforce transformation and compliance with employment equity and broad-based black economic empowerment requirements. Particular attention was given to representation trends, the development of future talent pipelines and the retention of key skills. The Committee also reviewed labour relations across the Group and was encouraged by the generally stable labour environment and ongoing constructive engagement with employees and organised labour.

The Committee remains focused on ensuring that Sasol continues to build the capabilities, leadership and inclusive culture required to support organisational resilience.

The environment, climate advocacy, health, public safety and consumer relationships – navigating development responsibly

Sasol supports the objectives of South Africa's Climate Change Act and its associated regulatory instruments, including the Nationally Determined Contribution and the carbon budget framework, as important components of the country's transition to a lower-carbon economy. We recognise that this transition must be pursued in the context of energy security and in a manner that is just, inclusive and supports sustainable economic development. Sasol's policy position and engagement approach is set out in the updated 2026 Climate Advocacy and Policy Supplement, which guides our alignment with national and international climate policy developments.

During the year, the Committee also provided strategic oversight and guidance on the implementation of Sasol's emissions reduction roadmap. A key area of focus was the evolving environmental regulatory landscape, particularly developments relating to the Highveld Priority Area Air Quality Management Plan, proposed amendments to minimum emission standards and the implications of these developments for Sasol's operations

and ambitions. The Committee also monitored progress against key environmental priorities, including greenhouse gas emissions reduction, water stewardship and security, and broader environmental compliance obligations.

Recognising the importance of maintaining stakeholder trust, the Committee also considered product stewardship, product quality and plastics sustainability initiatives, while continuing to oversee the integrity of sustainability commitments and related disclosures. As expectations continue to evolve, the Committee remains focused on ensuring that Sasol responds responsibly to environmental challenges while creating sustainable long-term value for stakeholders.

► For more information on Sasol's environmental performance, emissions reduction roadmap, water stewardship, product stewardship and sustainability initiatives, refer to pages 92 – 114 of this report.

Our continued engagement and positive impact on communities

Strong relationships with our host communities remain central to Sasol's long-term success. The Committee continued to oversee the Group's contribution to social and economic development, recognising that meaningful engagement, responsible corporate citizenship and lasting partnerships are essential to creating shared value. By strengthening these relationships, we not only support community wellbeing but also reinforce the foundation for our own long-term success.

During the year, the Committee considered the progress of a range of community initiatives, including education and skills development programmes, the Bridge to Work programme, community health initiatives and projects aimed at improving local infrastructure and supporting youth development.

The Committee was encouraged by the positive impact of these initiatives and by the recognition Sasol received as a leading contributor to socio-economic development.

Listening to stakeholders, responding to legitimate concerns and creating shared value remain important to maintaining trust and strengthening Sasol's role as a responsible corporate citizen.

► For more information on Sasol's community and socio-economic development initiatives, refer to pages 126 – 139 of this report.

SAFETY, SOCIAL AND ETHICS COMMITTEE CHAIRMAN'S STATEMENT **CONTINUED**

Concluding remarks

During the year, the Committee considered emerging risks and regulatory developments, provided oversight of key sustainability commitments and supported the integrity and transparency of sustainability-related disclosures. As stakeholder expectations and the external environment evolve, the Committee remains focused on ethical conduct, responsible corporate citizenship and effective oversight of the environmental and social matters most material to Sasol and its stakeholders.

The year reinforced that responsible business is defined not only by what we achieve, but how we achieve it. The Committee will continue to focus on the safety and wellbeing of our people, a strong ethical culture and meaningful engagement with stakeholders and communities. In this context, Sasol's role in supporting energy security in South Africa, particularly amid heightened geopolitical uncertainty and the Middle East conflict, warrants continued attention as the country navigates the energy transition.

The Committee recognises that Sasol's ability to operate responsibly and create sustainable value is closely connected to the wellbeing of the communities in which we operate and the trust of our stakeholders. Through responsible oversight, constructive engagement and a continued focus on material environmental and social matters, we will support a resilient and responsible Sasol in an increasingly complex and evolving environment.

D EYTON

Safety, Social and Ethics Committee Chairman

1 September 2026

10 PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT (UNGC)

Principles 1 and 2



HUMAN RIGHTS

Principles 3, 4, 5 and 6



LABOUR

Principles 7, 8 and 9



ENVIRONMENT

Principle 10



ANTI-CORRUPTION

SUSTAINABLE DEVELOPMENT GOALS (SDG) FOCUS



5 GENDER EQUALITY

SDG 5:
Gender equality



8 DECENT WORK AND ECONOMIC GROWTH

SDG 8:
Decent work and economic growth



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

SDG 9:
Industry, innovation and infrastructure



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

SDG 12:
Responsible consumption and production



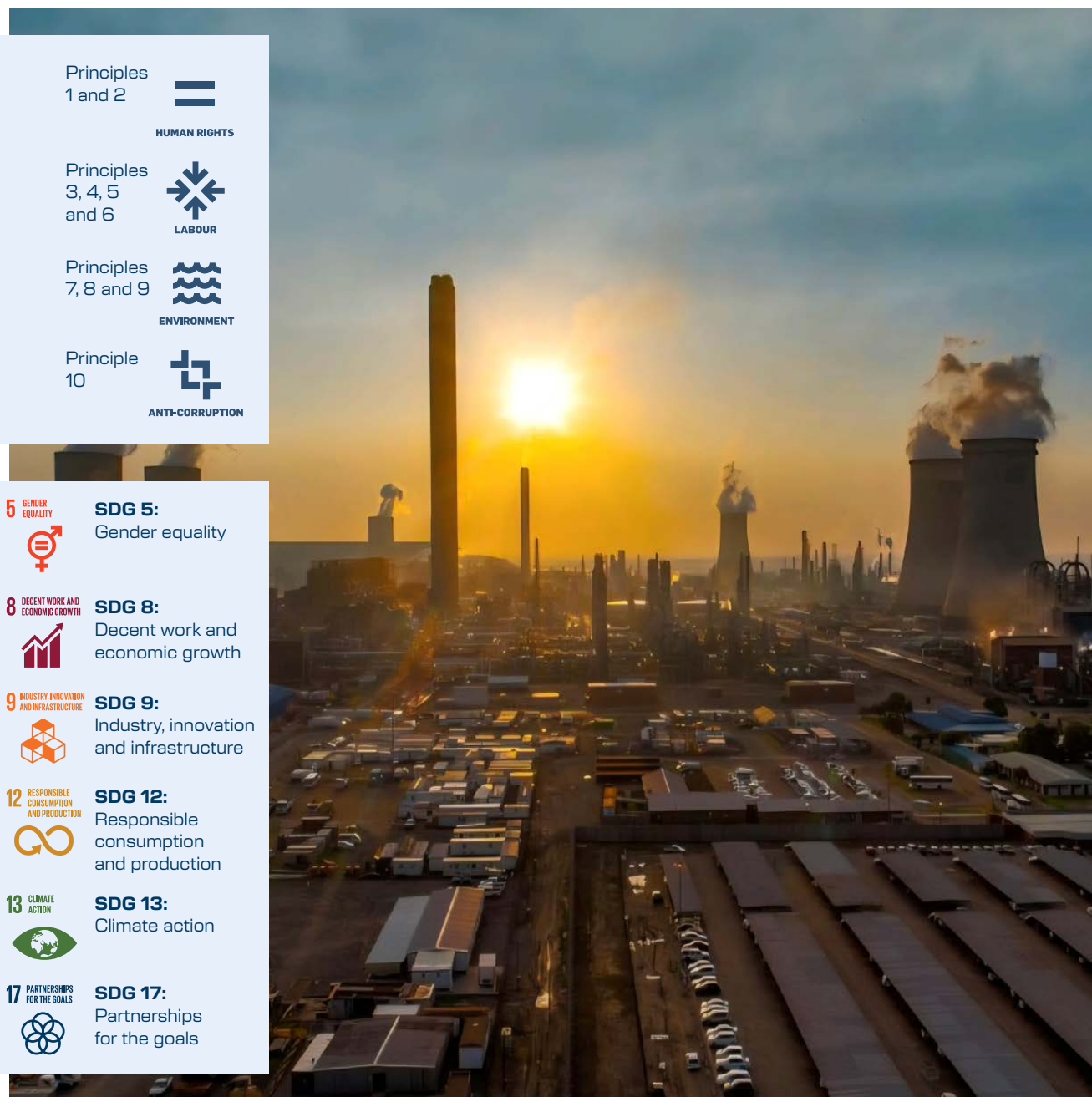
13 CLIMATE ACTION

SDG 13:
Climate action



17 PARTNERSHIPS FOR THE GOALS

SDG 17:
Partnerships for the goals



ENVIRONMENT, SOCIAL AND GOVERNANCE (ESG) AT A GLANCE

Sustainability remains central to Sasol's strategy and long-term value creation. This page provides a concise view of Sasol's performance across ESG priorities, highlighting progress against key commitments. ESG is embedded in how the company creates value. Despite a challenging operating environment, Sasol is making measurable progress on climate action, resource efficiency, social impact and governance excellence, while maintaining accountability through global sustainability commitments and independent ESG assessments.

ENVIRONMENTAL

Greenhouse gas emissions:

Net Group scope 1 and 2 emissions: 62 031 kt CO₂e	Net reduction from 2017 combined baseline: 15%	Scope 3 category 11 emissions: 26 928 kt CO₂e
(58 728)		(29 445)

Water use:

128,7 million m³
(127,8)

Waste recycled:

181 kilotons
(132)

Energy:

Total energy savings: 57 182 thousand GJ	Energy Efficiency achieved (against FY05 baseline): 18%
(55 140)	(18%)

Sasol has secured in **excess of ~1,37GW of renewable energy** capacity via signed power purchase agreements (PPAs) for SA Operations, of which **~510MW is already online.**

Air quality:

Particulate matter: 3,56 kt	Nitrous oxide: 89,41 kt	Sulphur oxides: 152,74 kt
(4,67)	(92,90)	(138,72)

SOCIAL – LABOUR AND COMMUNITY

Employees:

27 239
(27 411)

Fatalities:

Two
(One)

Hospitalisations:

40
(65)

Health and Safety:

Economic:

Broad-Based Black Economic Empowerment (B-BBEE): Level: 2
(2)

Sasol in Society spend (excludes Siyakha):

R654 million
(R560)

Economic Inclusion spend:

R43 million
(R51)

Siyakha loan:

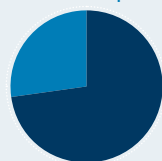
R115 million to 22 suppliers
(R103 million to 37 suppliers)

New suppliers ESG screening and compliance:

Eurasia and America: 602	South Africa: 242
(643)	(278)

GOVERNANCE

Gender representation:



Male: 73%	Female: 27%
(74%)	(26%)

Human Rights and Ethics:

77 substantiated allegations	19 undergoing disciplinary action
(101)	(37)

Sasol promotes a **culture of continuous learning and development** to ensure that its employees have a greater understanding of the business risks and opportunities associated with **upholding and respecting human rights in line with the Sasol Code of Conduct and Human Rights Policy.**

ESG RATINGS:

Agency

Performance as at end of FY26

S&P Global

56 (62) ▼

MSCI

AA (A) ▲

SUSTAINALYTICS

35,0 (34,4) ▼

CDP

Water B (B) =

Climate A- (A-) =

ecovadis

▶ Please refer to page 113

ISS-CORPORATE

Governance: **1** (1) =
Environment: **2** (2) =
Social: **1** (1) =

ENVIRONMENT

Climate change

COMMITMENT

Climate considerations are integral to Sasol's strategy, reflecting their importance to long term resilience, value creation and the company's role in the evolving energy and chemical sectors. **Sasol is advancing a pragmatic transition to a lower-carbon future**, balancing environmental progress with affordability, profitability and energy security, while sustaining operations and supporting broader national socio-economic priorities.

This approach **emphasises strategic flexibility, enabling the business to adapt** to evolving markets, regulatory and technology shifts, while simultaneously creating new low-carbon value streams to underpin future growth. Sasol's pathway is designed to be environmentally, economically and socially sustainable, and aligns with the objectives of the Paris Agreement, supporting a just and orderly transition.



GROUP APPROACH

Sasol's climate action approach considers evolving global and local expectations and is anchored in clear strategic focus areas. The emission reduction roadmap (ERR) guides Sasol's transition to lower-carbon operations while advancing value creation. The company's resilience is underpinned by a stable foundation business and a deleveraged balance sheet, enabling Sasol to reasonably navigate external factors, including policy, technology, market dynamics and physical climate risks.

Sasol addresses climate change across **two key dimensions**: mitigation and adaptation:

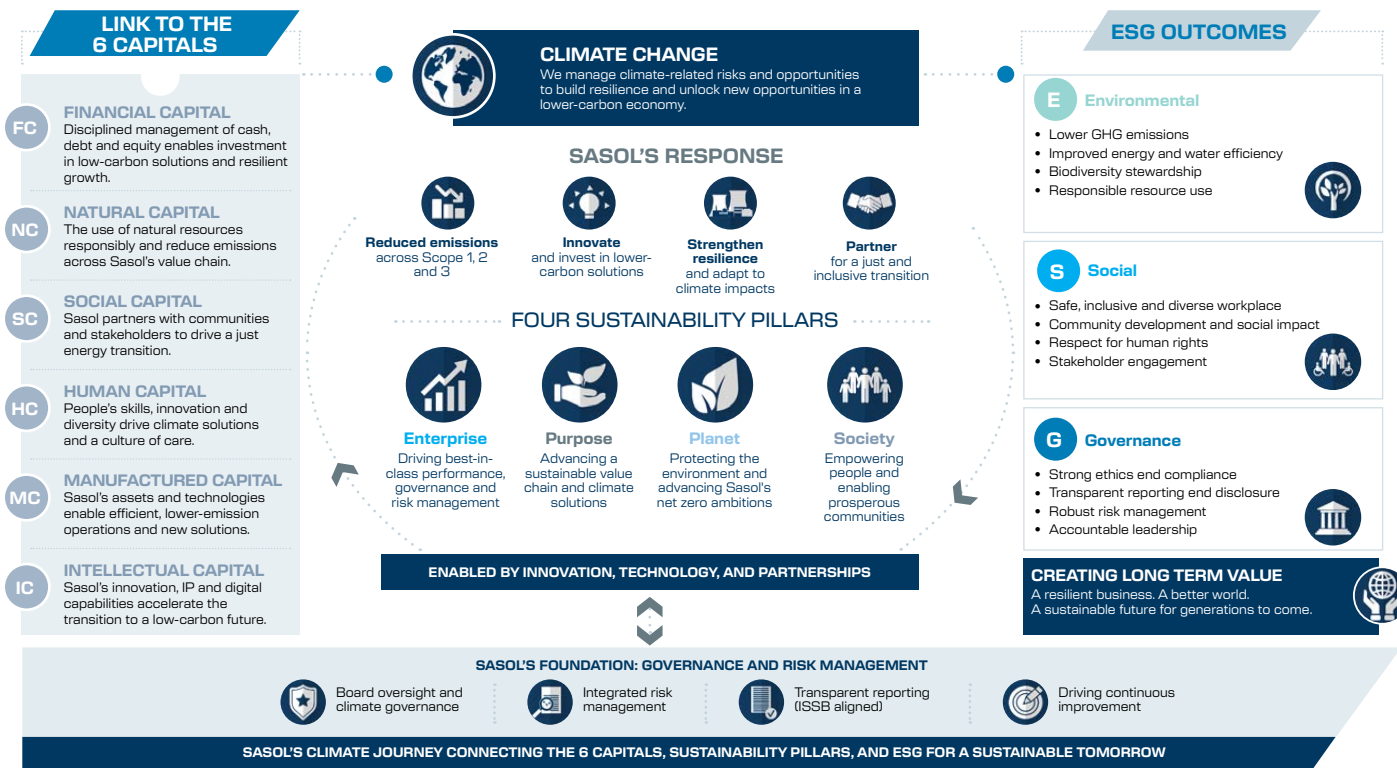
- **Mitigation** is primarily driven through the ERR, focusing on reducing greenhouse gas (GHG) emissions through energy efficiency and the integration of renewable energy, Secunda boiler optimisation, alongside targeted lower-carbon initiatives. Within this framework, Sasol International Chemicals contributes through its own ERR, aligned to the Group 2030 target.
- **Adaptation** is delivered through climate risk assessments, water security planning, infrastructure resilience and business continuity initiatives that strengthen the resilience of Sasol's operations and value chains to the physical impacts of climate change.

Together, these dimensions provide a complementary approach to managing climate-related risks and opportunities, supporting balanced delivery across Sasol's ESG priorities.

Building resilience today for sustainable growth tomorrow

CLIMATE ACTION. SUSTAINABLE FUTURE. SHARED VALUE.

Sasol's strategy to address climate change creates long-term value by connecting the six capitals to its sustainability pillars and ESG outcomes.



ENVIRONMENT CONTINUED

Climate change continued

PARIS AGREEMENT ALIGNMENT

Sasol is pursuing transformational changes to its business in a **measured and customer-aligned manner**, while remaining cognisant of the principles of common but differentiated responsibilities and respective capabilities, particularly in the context of developing countries. The approach is focused on sustaining a strong foundational business to preserve optionality for sustainable growth, progressively transforming the business to reduce emissions, in lockstep with the market and customers in the transition. In doing so, Sasol supports the objectives of the Paris Agreement through efforts to advance a lower-carbon future and the evolution of Sasol's business strategy.

Science-Based Target Initiative (SBTi) framework for setting emission reduction targets

The SBTi framework does not yet fully account for the realities of integrated energy chemicals businesses like Sasol, particularly those operating hard-to-abate value chains such as Fischer-Tropsch (FT) production, where fuels and chemicals are co-produced and emissions cannot be disaggregated using current SBTi methodologies. These structural limitations make alignment challenging at present; however, Sasol continues to closely monitor developments and remains actively engaged in all relevant SBTi public consultations, including the Corporate Net Zero Standard and the Chemicals Sector Methodology.

Sasol's climate commitments are underpinned by science-based principles and demonstrate a clear level of ambition.

Sasol continues to comply with the International Energy Agency (IEA) absolute contraction methodology. This approach is recognised for providing a credible, science-based framework for establishing and pursuing emission reduction targets which align with broader global climate goals.

Sasol's alignment with policy developments

Supporting Climate Change Policy and Frameworks

Sasol supports the objectives of South Africa's Climate Change Act and its associated regulatory instruments, including the Nationally Determined Contribution and the carbon budget system, as central components of the country's pathway towards a resilient, lower-carbon economy. Sasol's engagement on the EU Emissions Trading System is focused on ensuring that Europe's decarbonisation policies support, rather than undermine, industrial competitiveness. Sasol's approach reflects a commitment to constructive engagement with government and stakeholders, while advocating for implementable, reasonable and viable policy frameworks that supports South Africa's energy security in a just and equitable manner.

A view of Sasol's policy position and engagement approach is set out in the updated [www](#) CAPS 2026, which guides Sasol's alignment with national and international climate policy developments.

Nationally Determined Contribution (NDC)

Sasol continues to support South Africa's transition to a lower carbon-intensive economy in line with the socio-economic objectives of the Paris Agreement. Constructive engagement on South Africa's NDC is ongoing, recognising the importance of aligning ambition with implementation realities, particularly for hard-to-abate sectors and within the context of broader national imperatives and socio-economic challenges.

Sasol supports a balanced and pragmatic approach to achieving South Africa's NDC, supported by coordinated action across government, industry, labour and civil society. This includes a phased and flexible implementation pathway that recognises sectoral and national circumstances, the use of incentive-based policy mechanisms to accelerate decarbonisation investment, and a strong emphasis on economic stability, job protection and skills transition.

Carbon Budgets and Mitigation Planning

Sasol constructively participates in the development of South Africa's carbon budget system as regulated/provided for under the Climate Change Act. During 2025, Department of Forestry, Fisheries and the Environment (DFFE) published the draft Carbon Budget and Mitigation Plan (CBMP) regulations and associated draft technical guidelines for public comment. Sasol submitted comments during September 2025 amid the public participation process.

Sasol has participated in both the voluntary and transition carbon budget phases and has recommended that the first commitment period be treated as a stabilisation period to allow industry sufficient time to adapt to the new methodology before the application of any punitive higher carbon tax for budget exceedance. Sasol has highlighted the limitations associated with the use of a single average emissions intensity value in determining and adjusting facility-level carbon budgets and continues to provide technical input on the allocation methodology as discussions with the DFFE progress.

Public participation reflects a commitment to transparent emissions management and to supporting the development of a credible, mandatory framework informed by sound commercial, industrial and emissions data. Sasol remains committed to ongoing collaboration with the DFFE as the carbon budget

system is finalised and implemented, and continues to engage on the need for regulatory clarity, appropriate transition arrangements and alignment across climate policy instruments to support South Africa's NDC.

Carbon tax

Sasol supports the role of carbon pricing as a key mechanism to drive GHG emissions reductions and align South Africa with its climate commitments, while recognising the need for complementary policy measures to enable a just and economically sustainable transition. In this context, Sasol has advocated for the evolution of the carbon tax framework to include a structured carbon tax recycling mechanism, whereby total carbon tax liabilities may be reinvested into low carbon projects that accelerate industrial transition, support reindustrialisation and advance decarbonisation. This approach is intended to ensure that carbon pricing delivers both environmental outcomes and broader economic value by unlocking investment in renewable energy, sustainable fuels and emerging low-carbon technologies. This aligns with the policy commitment made as part of the new Industrial Development Strategy approved by the South African Cabinet in June 2026.

Sasol's engagement on this matter is undertaken through a transparent and collaborative approach with government, industry bodies, financial institutions and other stakeholders, with the objective of contributing to policy design that is effective, practical and aligned with national development priorities. Through ongoing technical submissions, research partnerships and structured dialogue with policymakers, Sasol seeks to support a carbon policy framework that incentivises investment, enhances competitiveness in carbon-constrained global markets, and delivers system-wide emissions reductions over time.

➤ For information on Carbon Tax, please refer to Sasol's FY26 Annual Financial Statement and Form 20F

ENVIRONMENT CONTINUED

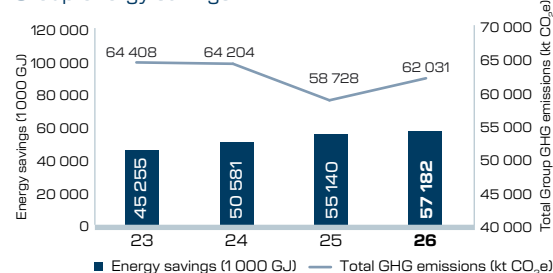
Climate change continued

Year in review

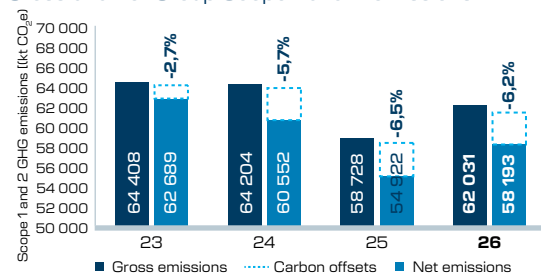
Sasol achieved an approximately **15%** net reduction off the combined 2017 scope 1 and 2 baseline.

GROUP GHG PERFORMANCE FOR 2026

Group energy savings



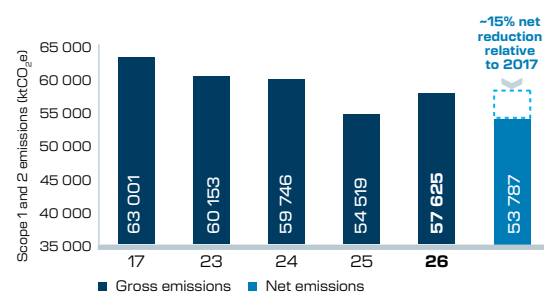
Gross and net Group Scope 1 and 2 emissions



- Scope 1 and 2 inventory reported on a gross and net basis (inclusive of carbon credit requirements by Southern Africa Energy and Chemicals) in preparation for IFRS reporting requirements.
- Carbon credit retirements are disclosed at a project-level in Sasol's annual CDP disclosure

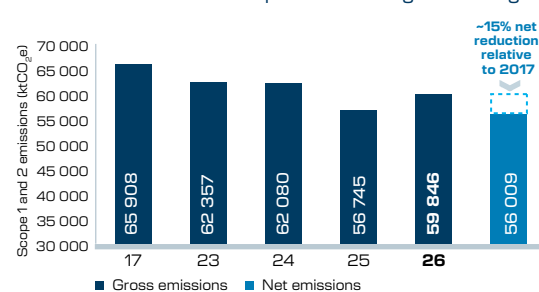
PERFORMANCE AGAINST SASOL'S 2030 TARGETS

Southern Africa Energy and Chemicals scope 1 and 2 emissions



- Southern African Energy and Chemicals targets includes Secunda, Sasolburg, Mining and Sasol's pipelines, which is a portion of the strategic business units from a 2017 baseline. The target excludes Natref and Mozambique.
- Aligned with the optimised ERR strategy presented at 2025 capital markets day (CMD), targets are defined on a net basis, inclusive of sustainable market mechanisms

Southern Africa Energy and Chemicals and International Chemicals combined scope 1 and 2 target tracking



- Group targets includes Secunda, Sasolburg, Mining, North America, Eurasia and Sasol's pipelines, which is a portion of the strategic business units from a 2017 baseline. The target excludes Natref and Mozambique.
- Aligned with the optimised ERR strategy presented at 2025 capital markets day (CMD), targets are defined on a net basis, inclusive of sustainable market mechanisms
- The FY17 International Chemicals Scope 1 and 2 baseline was restated from 2,880 ktCO₂e to 2,907 ktCO₂e following a recalculation of the Eurasia baseline.

2026 emission reduction

SOUTHERN AFRICA ENERGY AND CHEMICALS SCOPE 1 AND 2 GHG EMISSIONS

The combined scope 1 and scope 2 GHG emissions show an 8,5% gross reduction compared to the FY17 baseline. Production volumes increased from the previous year as operations stabilised, resulting in a corresponding increase in GHG emissions. Higher production volumes were supported by coal quality improvement and improved operational stability.

Sustainable market mechanisms, introduced as part of the GHG mitigation portfolio in 2025, enabled the retirement of 3,8 MtCO₂e of carbon credits in FY26, contributing to an overall net GHG emissions reduction of 15% against the FY17 baseline.

INTERNATIONAL CHEMICALS (IC) SCOPE 1 AND 2 GHG EMISSIONS

Scope 1 and 2 GHG emissions for IC decreased by 0,2% in FY26 vs. FY25, despite an overall production increase of ~10%. The main drivers of the GHG reduction were the shutdown of the HF-LAB unit (Italy) as well as successful energy efficiency initiatives, primarily in Lake Charles (America), which reduced natural gas consumption and, consequently, Scope 1 emissions. Additionally, an increase in renewable electricity in Sasol Italy supported the FY26 Scope 2 GHG reduction.

IC has achieved approximately 24% GHG reduction compared to the FY17 baseline, from a combination of structural levers (16%) and lower asset utilisation, and is on track to reduce Scope 1 and 2 GHG emissions by 30% by 2030.

SCOPE 2 MARKET- BASED REPORTING

Sasol is developing its market-based Scope 2 reporting capability for its South African Operations to reflect the increasing contribution of renewable electricity procured. Sasol secured 345,9 GWh of renewable electricity through its wheeled Power Purchase Agreement portfolio in FY26, resulting in an estimated 0,37 MtCO₂e reduction in market-based Scope 2 emissions. Market-based Scope 2 reductions are not included as part of Sasol's Scope 2 emissions reporting for FY26 as Sasol continues to develop and formalise the reporting approach.

ENERGY SAVINGS

The Group energy savings increased marginally from FY25, supported mainly by improved energy efficiency performance from Sasolburg Operations and International Chemicals.

➤ See pages 100 – 101 for more information

ENVIRONMENT CONTINUED

Climate change continued

Operational emissions reduction at Mozambique gas facilities

Sasol Mozambique Operations continues to report GHG emissions and drive emission reductions by leveraging electricity generated from the owned Natural Gas Central Processing Facilities (CPF), through the existing high-pressure fuel gas system.

The Liquefied Petroleum Gas (LPG) currently being produced by the Integrated Processing Facility (IPF), plays an important role, acting as a lower-carbon bridging fuel in the energy transition, also offering significant reductions in GHG emissions compared to traditional fossil fuels such as diesel.

Standalone solar power used for the operations' remote gas wells, offers a clean energy alternative, ensuring lighting and uninterrupted operation of essential equipment, while eliminating dependence on traditional diesel generators and grid-extensions.

Aligned with new regulatory requirements for ozone-depleting substances, Sasol Mozambique is implementing a strategy to phase out Hydrochlorofluorocarbons (HCFCs) in the short term. The long-term strategy includes the gradual elimination of Hydrofluorocarbons (HFCs) and associated refrigeration and air conditioning equipment to reduce Sasol's associated environmental footprint.



FEATURE STORY:

Future-focused sustainable research

Carbon capture and storage

Carbon Capture and Sequestration (CCS) is emerging as a cornerstone technology for addressing hard-to-abate emissions from industries such as cement, steel, and coal conversion – sectors that are foundational to South Africa's industrial economy.

In this context, the Council for Geoscience (CGS) is advancing the country's first CCS pilot at the Leandra site and is preparing to enter the detailed engineering phase for an injectivity test, following constructive feedback from a Request for Proposal (RFP) issued last year. This test represents a critical milestone: the first opportunity to directly validate the capacity of subsurface in South Africa to securely and permanently store CO₂ at scale. CGS is currently sourcing funding to unlock this next phase of development.

In parallel, Sasol Research and Technology has taken a decisive step at laboratory scale by designing, constructing, installing, and commissioning a high pressure CO₂ mineralisation test reactor at its Sasolburg facilities. This state-of-the-art system is being used to experimentally quantify the mineralisation behaviour and long term storage potential of geological samples provided by CGS. A comprehensive study is underway where local data is being generated to determine not only the quantity of CO₂ mineralised,, but also the optimised pressure, temperature and geochemical conditions.

Together, these initiatives place South Africa at the threshold of a new industrial capability: one in which emissions management is coupled to subsurface science, materials engineering, and long-term environmental stewardship.

However, the economic challenge remains significant. While CCS has the potential to play an important role in decarbonising hard-to-abate emissions, current costs remain above levels that are considered commercially viable, highlighting the need for continued technology development, supportive policy frameworks, and value-chain collaboration. International experience reinforces this reality. Flagship CCS projects in the European Union – such as Porthos in the Netherlands and Northern Lights in Norway – have only been realised through substantial and sustained government backing.

For South Africa, this creates both a challenge and an opportunity. Large scale CO₂ sequestration will not be achieved without decisive government support, but with the right policy levers – particularly targeted incentives, carbon tax relief, and risk sharing mechanisms – CCS could become a strategic enabler of industrial decarbonisation, skills development, and technology leadership. With world class geology, strong scientific institutions, and a carbon intensive industrial base, South Africa has the potential not only to adopt CCS, but to shape its role in a just and competitive energy transition.

FEATURE STORY:

CARE-O-SENE

Catalyst Research for Sustainable Kerosene

CARE-O-SENE is a €40 million collaborative research programme, funded by the German Federal Ministry of Research, Technology and Space, now in its third year.

The project has built on the earlier success of a semi-commercial catalyst capable of producing 80% jet fuel yield. Variants of this catalyst are expected to progress to full scale trials within the next year.

Sasol teams continue to work closely with partners in Germany and South Africa to deepen understanding of next generation catalyst systems, with a strong focus on improving process efficiency and

reducing overall costs. In parallel, the technical and economic viability of integrated e-fuel pathways has been strengthened through comprehensive techno-economic and life cycle assessments, supporting informed decision making for sustainable fuels deployment.

To further underpin sustainability objectives, catalyst regeneration and reuse concepts have been evaluated at bench scale, demonstrating the proof of concept for materials circularity within the value chain. The programme also places strong emphasis on skills development and structured mentorship of early career researchers, contributing to the development of the human capital required for the transition to low carbon energy systems.

ENVIRONMENT CONTINUED

Climate change continued

OPTIMISED EMISSION REDUCTION ROADMAP (ERR)

Sasol's ERR reflects responsible action to **reduce GHG emissions** while increasing long term value. Building on this foundation, Sasol announced its optimised ERR at the May 2025 Capital Markets Day. An integrated approach to innovation and profitability continues to drive this optimisation, supported by strategic roadmaps that ensure regulatory compliance while unlocking resilient and attractive growth pathways.

Reduce absolute scope 1 and 2 emissions

for Southern Africa Energy and Chemicals and the International Chemicals businesses from FY17 baseline

by
30%
by 2030¹

¹ Excludes Natref, Mozambique and Air Liquide sites. The roadmap is targeted to be fully implemented by April 2030, with measurable emissions reduction expected in FY31.



MAY 2025

Capital Markets Day

PROGRESS

Towards reducing carbon intensity while growing value

MAINTAINING CAPITAL FOCUS

The programme capital is maintained within the reduced range of ~R4 – 7 billion, ensuring disciplined capital expenditure and optimal value realisation.

OPTIMISED BOILER TURNDOWN

In April 2025, Secunda achieved a one boiler equivalent turndown, marking a key milestone. Further projects are progressing to enable additional boiler equivalent turndowns towards the 2030 GHG reduction target. For fine coal management, the project teams are progressing more effective alternatives, to unlock future value.

RENEWABLE ENERGY (RE)

To date, Sasol has secured ~1,37GW of renewable energy capacity via signed power PPAs, of which ~510MW is already online. This underpins confidence in the ambition to scale renewable capacity to 2GW by 2030, supporting the transition from coal-based electricity to cleaner, cost competitive energy and creating the foundation for a power business.

SUSTAINABLE MARKET MECHANISMS

Carbon credits and Renewable Energy Certificates (RECs) provide flexibility in managing hard-to-abate residual emissions. During FY26, approximately 3,8 million carbon credits were retired across Secunda Synfuels and Sasolburg Operations. Building on the foundation established to date, Sasol continues to strengthen its carbon market capabilities to support decarbonisation objectives, future compliance requirements and value creation opportunities. High-quality carbon offset projects can deliver verified climate benefits while contributing to community development, employment creation and more resilient local value chains.

ENERGY EFFICIENCY

To date, Sasol has achieved an 18% energy efficiency improvement relative to the 2005 baseline. FY26 performance reflects steady progress, supported in part by the successful implementation of the destoning project at Secunda. Overall energy consumption has remained well controlled, even as production volumes have increased.

Looking ahead, delivery of the 30% energy efficiency improvement target by 2030 will be enabled through a balanced portfolio of operational, digital, and capital interventions. These initiatives are being systematically embedded within Sasol's broader decarbonisation and asset optimisation roadmap.

* PPAs in conjunction with Air Liquide

International Chemicals (IC) Progress

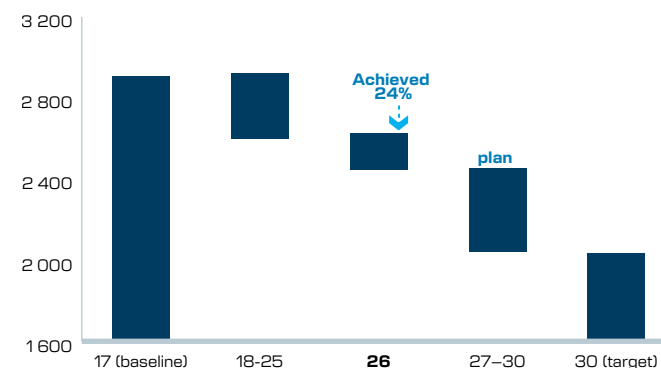
By the end of FY26, emissions were approximately 24% below the FY17 baseline:

- Around 16% (~450 kt) of the reduction is driven by structural abatement measures
- The remaining 8% reduction reflects lower asset utilisation

Looking ahead, IC plans to deliver a further ~430 kt between FY27 and FY30 to achieve the 30% target

This trajectory will enable IC to close the remaining gap while maintaining a disciplined, value-driven approach to decarbonisation.

Sasol International Chemicals scope 1 and 2 emission reduction (kt)



IC GHG emissions were ~24% lower than the 2017 baseline. Lower emissions were driven by a 16% cut achieved through the ERR and the balance attributed to lower utilisation. Renewable electricity, biomethane and energy efficiency investments are expected to deliver the remaining absolute emissions reductions required to achieve the 30% reduction target by FY30.

International Chemicals has reached a significant milestone in its commitment to reducing greenhouse gas emissions by entering into several biomethane purchase power agreements (BPAs) with CH4T and farmers, Italian producers of biomethane. These agreements will support the decarbonisation of the Augusta site.

- The supply of ~50 million Sm³/year of biomethane has commenced in Q3 of FY26
- This will cover ~30% of Augusta's natural gas demand
- This will deliver an annual reduction in GHG emissions of ~95 kt

ENVIRONMENT CONTINUED

Climate change continued

SCOPE 3

Scope 3 emissions and accounting maturity

Sasol's approach to Scope 3 emissions focuses on **strengthening the accuracy and completeness of emissions reporting**, while continuing to advance the company's accounting maturity. The organisation is systematically identifying and progressing opportunities to reduce value chain emission intensity, supporting informed decision-making and enabling long-term emissions reduction.

The most material contributor to Scope 3 emissions remains Category 11, use of sold products, associated with the Southern African Energy and Chemicals business.

Reducing Scope 3 emissions, particularly from the use of sold products, remains complex and is influenced by external factors such as end-use sector efficiency, customer behaviour, and the pace of policy and enabling infrastructure development. For Sasol, addressing these emissions requires a systems-level approach that extends beyond direct operations and encompasses the broader energy and chemicals value chains. This includes working with customers to support lower-carbon product use, collaborating with partners to advance enabling technologies and alternative feedstocks, and engaging with policymakers to inform frameworks that support scalable, market-based solutions. Through this integrated approach, Sasol aims to contribute to emissions reduction across the value chain while aligning with evolving market and regulatory developments.

Sasol continues to assess options to address these emissions in line with its long-term strategic direction and 2050 net zero ambition, while progressing towards its 2030 target of a 20% reduction in Category 11 emissions.

Scope 3 emissions and accounting maturity

Category	2026 (tCO ₂ e)	2025 (tCO ₂ e)	Accounting accuracy
1. Purchased goods and services ¹	7 901 543	4 250 065	●
2. Capital goods	N/A	N/A	●
3. Fuel- and energy-related activities ²	260 849	218 740	●
4. Upstream transportation	358 424	357 324	●
5. Waste generated in operations ²	69 526	71 883	●
6. Business travel ^{2,3}	1 838	1 343	●
7. Employee commuting	34 653	34 872	●
8. Upstream leased assets	8 532	3 768	●
9. Downstream transportation ⁴	9 194	128 401	●
10. Processing of sold products	N/A	N/A	●
11. Use of sold products ²	26 928 175	29 445 256	●
12. End-of-life treatment of sold products	N/A	N/A	●
13. Downstream leased assets	N/A	N/A	●
14. Franchises	132 345	132 672	●
15. Investments	1 571 957	1 565 370	●
Total	37 277 027	36 209 694	

1 The increase in this category is primarily attributable to improved coverage and refinement of the inventory rather than an underlying increase in emissions.

2 Limited assurance provided by KPMG.

3 Scope 3 Category 6 emissions decreased significantly due to reduced business travel, driven by cost-saving measures.

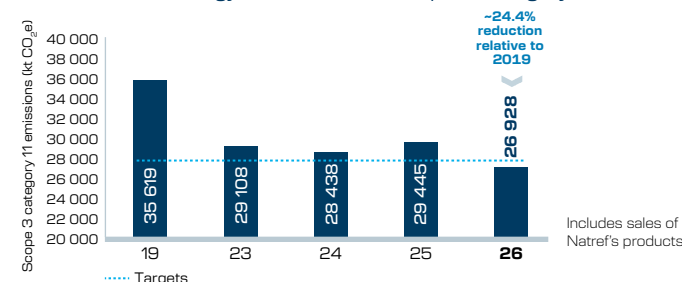
4 Scope 3 Category 9 emissions decreased significantly due to our strategic exit from coal exports, prioritising domestic use and lowering transport-related emissions.

PERFORMANCE

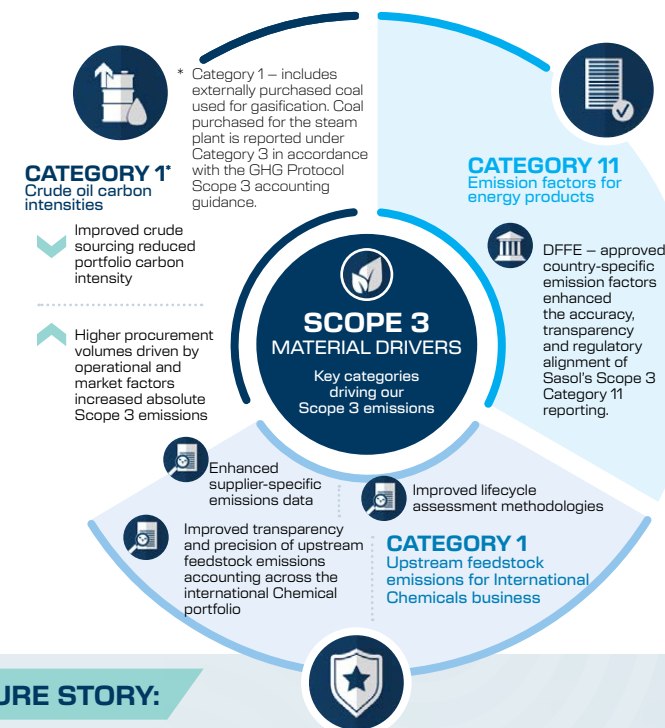
Scope 3 emissions

Scope 3, Category 11, Sasol's largest Scope 3 category, decreased by approximately 9% compared with FY25. The reduction was primarily driven by the discontinuation of external coal sales, resulting in lower downstream combustion emissions. Despite higher production and sales volumes associated with the PSA asset in Mozambique reaching beneficial operation and Sasol utilising Prax SA's shareholding capacity for Natref, emissions from the use of sold products remained 24% below the 2019 baseline, demonstrating continued progress against Sasol's 2030 target for this category.

Southern Africa Energy and Chemicals Scope 3 Category 11 emissions



● Highly certain ● Moderate certainty ● Low certainty ● Not applicable



FEATURE STORY:

Leveraging Sasol GenAI to strengthen scope 3 supplier benchmarking

During the year, Sasol International Chemicals piloted the use of Sasol's GenAI Studio assistants to strengthen how it benchmarks the GHG emissions performance of its strategic suppliers, with a particular focus on Scope 3 impacts in the value chain.

By integrating internal procurement data with publicly available emissions disclosures, sector benchmarks and product-level carbon intensity information, the GenAI assistants rapidly screened suppliers based on their GHG profiles, reduction ambitions and data transparency. This enables Sasol's procurement and sustainability teams to identify suppliers whose emissions trajectories are aligned with Sasol's Scope 3 reduction visions, as well as those presenting heightened transition risk. Insights from this benchmarking will inform sourcing decisions, support more targeted engagement on ERR and improve the robustness of Scope 3 estimates, thereby enhancing Sasol's ability to manage value chain climate risks and unlock partnerships for lower carbon solutions.

ENVIRONMENT CONTINUED

Climate change continued

ADAPTATION POSITION

Sasol recognises climate change as a material risk to the resilience of operations, supply chains and the communities in which it operates. Sasol's adaptation response focuses on strengthening its ability to anticipate, prepare for and respond to the physical impacts of climate change, while safeguarding value across its integrated value chains.

In FY26, Sasol is continuing its journey to advancing its approach from high-level risk identification to more structured, decision-useful analysis.

For more information on climate change adaptation refer to the website: www.sasol.com

Building resilience across Sasol's operations and supply chain

During the year, Sasol made meaningful progress in strengthening its adaptation response and aligning with emerging global disclosure expectations.

Sasol updated and expanded the climate change adaptation risk profiles across the Southern African value chains, with a specific focus on supply chain infrastructure, critical logistics corridors and key operational assets. These assessments identified priority risk exposures, including flooding, extreme rainfall, storms, heatwaves and fire, and evaluated their potential impact on operations, safety, environment and financial performance.

The analysis indicates that:

- Coastal operations, particularly in KwaZulu-Natal, remain highly exposed to flooding and storm-related disruptions, with potential operational interruptions of up to five days per event

- Inland operations, including Secunda and Sasolburg, are increasingly exposed to extreme rainfall and associated flooding, typically resulting in shorter-duration disruptions of one to three days per event
- Global operations, including Mozambique, the United States and Europe, remain vulnerable to region-specific risks such as cyclones, hurricanes, extreme heat and cold events

These insights have been integrated into Sasol's enterprise risk management framework, emergency preparedness protocols and business continuity planning processes, strengthening its ability to respond to climate-related disruptions.

Advancing quantification of physical climate risks

Sasol initiated a formal process during the year to enhance the quantification of climate-related physical risks across its operations.

Specialist partners were invited to submit proposals to support the development of a robust, fit-for-purpose methodology to quantify physical climate risks at asset level. This work will enable Sasol to:

- Quantify the proportion of assets and business activities exposed to physical climate risks
- Assess the potential financial impacts of acute and chronic climate hazards
- Support scenario-based analysis to inform strategic and capital allocation decisions

This initiative represents a critical step in strengthening Sasol's climate-related disclosures, moving beyond qualitative assessments towards quantified, decision-useful information.

Looking ahead

Looking ahead, Sasol's focus is on:

- Completing the quantification** of physical climate risks across its priority assets to strengthen the resilience of its operations, employees and fenceline communities
- Enhancing physical climate scenario analysis** capabilities
- Progressively strengthening** its disclosures in line with ISSB IFRS S2 requirements

FEATURE STORY:

Adapting to a Changing Climate: Strengthening Energy Security Across Borders

In early 2026, extreme weather events in Mozambique served as a **clear reminder of the growing physical risks posed by climate change** to critical energy infrastructure and communities. Following periods of intense rainfall and flooding, Sasol issued a precautionary notification to customers regarding **potential disruptions to natural gas supply**, demonstrating both the reality of climate-related risks and the importance of proactive risk management.

Flooding in southern and central Mozambique damaged road infrastructure and disrupted access to key operational sites, particularly around the Temane Central Processing Facility. These conditions constrained the transportation of condensate and limited access to essential resources, temporarily affecting production and logistics.

Despite these challenges, gas deliveries to customers in South Africa continued uninterrupted.

Sasol's response to the Mozambique flooding reflects a structured and forward-looking approach to climate adaptation and key elements of this response include:

- Early warning systems and transparency**
The precautionary force majeure notice ensured that customers were informed ahead of any potential disruption, enabling operational preparedness.
- Operational flexibility and system optimisation**
Sasol implemented measures such as optimising production from available wells and adjusting internal consumption to stabilise supply.
- Infrastructure and logistics resilience**
Flooding disrupted road access and condensate transportation, requiring storage management and temporary production adjustments while alternative transport solutions were explored.
- System-wide contingency planning**
Contingency planning was activated, with customers informed through distributors such as Egoli Gas. Gas supply remained uninterrupted, and customers were not required to adjust consumption.

This integrated response demonstrates how climate risk management is embedded within operational decision-making, and how Sasol's adaptation response extends beyond operational continuity to the safety of its people and the resilience of the communities around its operations.

ENVIRONMENT CONTINUED

Just Transition

Sasol recognises the **importance of managing the socio-economic dimensions of the global energy transition** in a manner that supports inclusive and sustainable outcomes for employees, communities and broader stakeholders. Sasol's approach seeks to balance decarbonisation ambitions with economic resilience, recognising the role its operations play in regional economies.

Sasol developed a Just Transition Roadmap to guide this work. The **roadmap provides a structured framework for considering potential transition impacts and identifying opportunities** that support skills development, economic diversification and enterprise growth in Sasol's key operating regions. It is designed as a phased and adaptive framework that evolves alongside Sasol's strategy and the broader energy transition landscape.

Priority focus areas

Sasol's approach to a Just Transition considers opportunities that contribute to long-term value creation across multiple forms of capital.

› Skills and future capabilities

Considering opportunities to strengthen human capital through skills development, reskilling and capability building aligned with evolving business and industry requirements.

› Employability and inclusive participation

Building on existing initiatives that support employability and broaden participation in economic opportunities within Sasol's operating regions.

› Regional economic diversification

Supporting initiatives that contribute to enterprise development, localisation and broader economic diversification in regions where Sasol operates.

› Stakeholder awareness and dialogue

Maintaining awareness of stakeholder perspectives on the socio-economic implications of the energy transition and supporting dialogue where appropriate to inform Sasol's approach.

Collaboration

Collaboration remains an important enabler of a Just Transition. Sasol continues to work with industry, government, development finance institutions and research partners where appropriate to strengthen insights, share learning and support initiatives that contribute to inclusive and sustainable economic outcomes.



ENVIRONMENT CONTINUED

Energy efficiency

COMMITMENT

Sasol is committed to the continuous improvement of energy efficiency (EnEf) across its manufacturing operations to:

- **Save operating costs** through reduced energy consumption.
- **Contain and reduce the environmental footprint** of Sasol's operations.
- **Support national energy conservation initiatives** and government objectives.
- **Support the international Energy Productivity 100 (EP100) initiative.**

GROUP APPROACH

Sasol applies a Group standardised Energy Management System (EnMS) aligned with ISO 50001 guidelines across all Operating Platforms and Regional Platforms (OPs/RPs). The EnMS is embedded in daily operations and enables monthly monitoring and reporting of energy efficiency performance.

This systematic approach supports the reduction of the carbon footprint and underpins Sasol's long standing commitment to energy efficiency as a key business driver.

Energy efficiency performance is improved through:

- Setting realistic and meaningful targets and tracking progress against these targets
- Adopting internationally recognised energy efficiency standards and best practices
- Identifying and implementing projects and initiatives to reduce energy intensity

PROGRAMMES AND PERFORMANCE

Sasol has implemented a range of **programmes and initiatives to promote energy efficiency across the business**, including:

- In house information management solutions integrated with specialised software
- A daily energy efficiency monitoring system supporting operational decision making
- Specialised energy efficiency training

Research and development

A significant portion of energy efficiency initiatives focuses on technology based solutions, including:

- Deployment of energy efficient electrical equipment
- Efficiency improvements in heat transfer unit operations
- Yield maximisation of production plants to reduce energy intensity

Given the complexity of Sasol's global operations, substantial investment has been made in the development and enhancement of the EnMS. Particular emphasis has been placed on bespoke in house IM data solutions integrated with specialised software platforms.

The EnMS continues to evolve through the implementation of a daily energy efficiency monitoring system, with future potential for artificial intelligence (AI)-enabled analytics.

Quality assurance

Quality assurance is critical to ensuring the accuracy, consistency and reliability of energy efficiency performance data. Sasol applies the King V™ combined assurance principles to its EnMS programme.

Level 2 internal plant audits have been completed, with revised Level 2 audit programme currently in progress at the South African sites. A Level 4 external audit was conducted in FY25 and a follow-up currently in progress. All assurance activities are undertaken on a

risk-based basis, with scope and timing aligned and formally approved at the appropriate organisational levels.

Training

An Energy Management System training module has been developed and implemented on Sasol's e Learning platform to promote:

- Awareness of energy efficiency practices
- Improved consistency and quality of energy efficiency reporting across the Group

To date, a number of operational personnel have received specialised energy efficiency training.

Training topics include:

- Fundamentals of energy efficiency
- Energy sources and sustainability
- Calculation methodologies
- Quality assurance
- Continuous improvement principles



ENVIRONMENT CONTINUED

Energy efficiency continued

FY26 ENERGY EFFICIENCY PERFORMANCE

EnEf Improvement from FY05 baseline (%)	2026	2025
Group	18,0	18,3
Secunda Operations	15,9	16,5
Sasolburg Operations	25,3	16,3
Natref	11,9	4,0
Chemicals America	26,9	44,7
Chemicals Eurasia	40,9	37,6

If FY25 would be calculated on a consistent base with the adjusted baseline¹ used for FY26, the Group number for FY25 would be 16,2% and for Chemicals America 9,9%. On a comparable basis, Chemicals America achieved an improvement in energy efficiency.

For FY26 Sasol Group recorded an Energy Efficiency improvement of 18,0% against the FY05 baseline.² The outcome was primarily driven by energy efficiency improvements at Sasolburg Operations and Natref.

The FY performance was influenced by the following operational factors across the Group:

Secunda Operations

FY25 was characterised by atypical, low-throughput operating conditions, driven by constrained production, coal supply and plant unavailability. These atypical conditions were actively managed to optimise energy use which included selective decommissioning of energy-intensive units, higher Eskom imports and substituting feed with natural gas. FY26 reflects a return to higher and more stable production, supported by the coal destoning project, with increased utilisation of inherently more energy-intensive coal-to-liquids (CTL) assets, reduced flexibility to selectively decommissioned equipment, and higher steam and electricity demand. Further improvements were limited by natural gas shortages and equipment failures. These changes represent a normalisation of operations rather than a deterioration in energy-management discipline.

Sasolburg Operations

Sasolburg Operations delivered a substantial improvement in energy intensity, supported by:

- Reduced steam exports to Natref
- Lower fuel gas consumption at plants
- Improved performance at the Sasol Gas Engine Power Plant (SGEPP)

Strong production following the shutdown resulted in high throughput units performing well. The recent performance has seen increased production, stable operations and generally stable boiler performance since the 3rd quarter of FY26.

Record steam turbine generation and stable operations at Sasol's steam generation unit (Steam Station 1) improved boiler efficiency, leveraging the positive impact from the introduction of Secunda fine coal as well as reduced fuel oil usage. Sasolburg Operations continues to show sustained recovery following earlier operational constraints.

Natref Operations

At Natref Operations, lower production volumes and elevated energy intensity was experienced earlier in FY26 due to a combination of planned and unplanned refinery shutdowns.

Subsequent continuous improvements in crude volumes processed materially increased by 21,3% from the previous year which improved the energy intensity performance, particularly following the commissioning of the new low-carbon steam boilers and the reduced reliance on steam imports from Sasolburg Operations. Despite crude supply challenges arising from the Middle East conflict, Natref operated at its full crude allocation and delivered a substantial improvement in energy efficiency.

International Chemicals – America

Chemicals America recorded a 26,9% improvement against the FY05 baseline. Production volumes increased by 14,7% versus the previous year, demonstrating improved asset utilization and operational performance.

International Chemicals – Eurasia

International Chemicals Eurasia experienced a moderation in energy efficiency in H1 FY26, driven primarily by external factors. At Sarroch (Italy), external power disruptions and feedstock supply challenges led to multiple restarts. At Augusta (Italy), lower production volumes due to feedstock limitations and the mothballing of the HF unit impacted performance. This was partially offset by strong performance at Nanjing (China), which delivered excellent energy intensity improvement driven by higher production volumes and the execution of energy efficiency projects. In H2 FY26, overall performance improved, with energy intensity trending positively as production volumes increased across most sites and generally stable operations.

Definitions

Energy efficiency	Energy intensity of FY divided by the baseline energy intensity reference
Energy intensity	Total utility energy in GJ used in the FY divided by tons of net production

Progress towards the national energy efficiency target

Sasol's energy efficiency target aligns with South Africa's National Energy Efficiency Strategy and is aspirational rather than punitive, requiring demonstrable and sustained effort over time. In FY26, Sasol has achieved an 18% improvement against the 2005 baseline.

Achieving the 30% energy efficiency improvement target by 2030 remains an ambitious target. However, sustained and coordinated execution of a portfolio of operational, digital, and capital-enabled initiatives, integrated within Sasol's broader decarbonisation and asset optimisation roadmap, is expected to progressively close the remaining performance gap over time.

¹ Based on shareholding changes and asset divestiture.

² These calculations are based on EnEf using net production and not total production.

ENVIRONMENT CONTINUED

Air quality management

COMMITMENT

Sasol is committed to **managing air quality impacts responsibly and in an integrated manner** that supports long-term value creation and sustainable business performance. Sasol seeks synergies between environmental stewardship and operational resilience, while maintaining transparent and constructive engagement with regulators, communities and other stakeholders.

GROUP APPROACH

Sasol's Safety, Health and Environment (SHE) governance framework underpins disciplined air quality management across the Group through defined governance structures, technical standards and specialised capability. A risk-based approach guides prioritisation of interventions and capital allocation, supported by sustained investment in emissions abatement, infrastructure, monitoring, and reporting systems. This approach strengthens environmental performance, resilience and the quality of decision-useful information.



Sasol's air quality context

Sasol's Southern African Operations are primarily based on coal and natural gas feedstocks, while Natref processes crude oil. International Operations utilise gas and oil derivatives and natural aluminium. These inherent process characteristics result in complex emissions profiles that require targeted and technically robust management approaches. Air quality impacts are managed through specialised engineering capability, fit-for-purpose technologies and improvement practices, supporting operational efficiency and emissions reduction.

Regulatory developments

South Africa's air quality regulatory framework continued to evolve during the reporting period, increasing both compliance complexity and implications for the company's integrated operations. The revised Highveld Priority Area Air Quality Management Plan was gazetted, introducing strengthened emission reduction requirements for both Sasol Mining and Secunda Operations.

➤ For more detail, refer to the Environmental Compliance section on pages 108 – 110

PROGRAMMES AND PERFORMANCE

Revised plans for the Vaal Triangle and Waterberg-Bojanala Priority Areas remain in progress, reflecting a shift toward optimised regional air quality management. Proposed amendments to listed activities and emission standards, together with the promulgation of the National Dust Management Control Regulations, further strengthen regulatory expectations relating to emissions control and fugitive dust management.

These developments require ongoing adaptation of operational facilities, infrastructure and practices, as well as complex investment planning and emissions management systems. They reinforce the need for robust governance, data integrity, strong technical capability and transparent engagement with regulators to enable sustained compliance and long-term business continuity.

Engaging with authorities

During the reporting period, Sasolburg, Secunda, and Natref Operations, as well as the Regional Operations and Asset Services (ROAS), maintained routine engagement with national, provincial

and local environmental authorities through inspections, regulatory forums and licence-related reporting processes. Sasolburg and Secunda also participated in Environmental Management Inspectorate multi-environmental media inspections.

Sasol Mozambique completed the FY25 ambient air monitoring submission to the Ministry of Agriculture, Environment and Fisheries. The submission was accepted, with no further immediate action required, and future engagement will continue through routine reporting obligations.

➤ For further details, see the environmental compliance section on pages 108 – 110

Engaging with communities

During the reporting period, Secunda, Sasolburg, including Natref and ROAS Operations maintained structured and ongoing stakeholder engagement through established processes. Formal engagements and public consultations were conducted, supporting continuous dialogue and transparency.



ENVIRONMENT CONTINUED

Air quality management continued

KEY ACHIEVEMENTS

The reporting period reflects **continued operational stabilisation and optimisation of air quality management** across Sasol's operations, with a focus on improved monitoring capability, system modernisation and enhanced environmental data visibility supported by structured operational practices.

Sasolburg and Natref Operations remained focused on sustaining stable operations in line with regulatory requirements. In addition Natref continued progressing its transition towards a hybrid refinery configuration, underpinned by the planned introduction of lower sulphur crude feedstocks, which is expected to deliver a material reduction in sulphur dioxide emissions over time. Within Mining Operations, no fallout dust exceedances were recorded year-to-date, reflecting sustained effectiveness of dust control measures and operational discipline.

At the Secunda Operations, a key milestone was the migration from a legacy environmental information system to a cloud-based air quality dashboard, enabling improved reliability and enabling adherence to more stringent reporting requirements of stack emissions and meteorological conditions. The system strengthened internal environmental oversight, supported more informed decision-making and facilitated more proactive engagement on local air quality performance. Capability was further enhanced through targeted upskilling in air quality monitoring and data interpretation. At ROAS, air quality performance was supported through a structured and consistently applied monthly and quarterly monitoring programme.

Research activities continued to support operational air quality management through ongoing development of monitoring approaches and analytical capability.

PROGRAMMES AND PERFORMANCE

Air quality abatement achievement

Sasol's air quality management approach is underpinned by sustained capital investment, operational discipline and ongoing optimisation across the value chain. Secunda Operations has delivered a large-scale air quality improvement programme supported by significant investment in emission reduction initiatives, including the decommissioning of legacy emission sources and the installation of enhanced abatement technologies across multiple production units, resulting in sustained reductions in key pollutants relative to the 2019 baseline and reinforcing Sasol's commitment to ambient air quality improvements.

At Sasolburg and Natref Operations, air quality performance is improved by ongoing process optimisation and system enhancements. These include coal blending initiatives at Sasolburg and the installation of three low carbon boilers at Natref.

Mining Operations apply integrated dust management measures across material handling, haul roads and processing activities, including water-based suppression systems and engineered containment solutions such as covered and partially enclosed conveyors. ROAS maintains structured monitoring and control of atmospheric emissions supported by stable performance

of abatement systems across key pollutants at the Ekandustria Operations. Mozambique Operations implement a comprehensive environmental monitoring programme across operational facilities, including the Central Processing Facility and surrounding areas.

Collectively, these interventions demonstrate a coordinated, continuous approach to compliant air quality management across all operations, supported by capital investment, engineered controls and disciplined operational execution, reinforcing performance across the natural, manufactured, human and financial capitals.

			COMMENTARY
Atmospheric emissions (kt)	2026	2025	
Particulate Matter (Fly-ash)	3,56	4,67	Fly ash emissions decreased in both Secunda (20%) and Sasolburg (54%), driven by improved abatement performance, full electrostatic precipitator programme implementation and slightly lower coal throughput.
Nitrogen Oxides (NO _x)	89,41	92,90	Secunda Operations NO _x emissions increased due to the expansion of the reporting boundary to include all significant sources. The increase was offset by a decrease of 7% at boiler operations. SNO emissions decreased by 65% following full implementation of the low-NO _x burner programme and slightly lower coal throughput.
Sulphur Oxides (SO _x)	152,74	138,72	Secunda Operations SO ₂ emissions increased by 19% due to higher coal throughput and increased sulphur content in coal, while SNO emissions decreased by 34% following full implementation of the sulphur blending model and slightly lower coal throughput.

ENVIRONMENT CONTINUED



ENVIRONMENT

Land and biodiversity

COMMITMENT

Sasol is committed to **responsible land management, biodiversity conservation and the prevention of pollution and environmental degradation**. Sasol recognises its duty of care to manage the environmental impacts and dependencies associated with its operations, with particular consideration for surrounding ecosystems, biodiversity value and local communities.

GROUP APPROACH

Sasol's activities can interact with nature in ways that may contribute to key drivers of biodiversity loss, including greenhouse gas emissions and climate change, pollution, land-use change and changes in freshwater use. These interactions may affect biodiversity-sensitive areas and the condition of habitats and ecosystems that underpin the services on which local communities depend. The company continues to strengthen its understanding of biodiversity-related dependencies, impacts and their respective risks and opportunities, with particular emphasis on South African Operations located in ecologically significant regions. Land contamination risks and associated liabilities continue to be managed through Sasol's SHE risk management framework. Across all regions, Sasol remains committed to avoiding sensitive habitats, minimising environmental disturbance, rehabilitating impacted areas and implementing compensatory measures where required.

PROGRAMMES

Strengthening biodiversity disclosure

The global biodiversity agenda is increasingly calling for greater transparency from all sectors of society, including business. The Kunming–Montreal Global Biodiversity Framework (GBF) reflects this shift by calling for improved understanding, management and disclosure of biodiversity-related impacts and dependencies. The GBF Target 15 specifically expects large companies and financial institutions to monitor, assess and transparently disclose their biodiversity-related risks, dependencies and impacts, with the objective to progressively reduce negative impacts, increase positive impacts and address nature-related risks.

In this context, Sasol is strengthening its biodiversity approach to better connect governance, science-based understanding, monitoring and decision-making, and to support more credible external reporting over time. Sasol's biodiversity approach is evolving across seven strategic pillars: governance and leadership; dependencies, impacts, risks and opportunities (DIROs); biodiversity footprinting; data and monitoring; business integration; capacity building and disclosure readiness.

Biodiversity at Sasol sites Secunda Operations (SO)

SO provides one of Sasol's most established examples of structured biodiversity monitoring and reporting through the annual State of Biodiversity (SOB) programme. Located within an industrial landscape closely interwoven with Highveld grasslands and wetlands, the SOB programme integrates long-term, scientifically based monitoring to provide a coherent view of biodiversity status and trends over time. This strengthens Sasol's ability to focus management effort where nature and operations interact most directly, and where stewardship can contribute ecosystem resilience and risk management.

www.sasol.com More information on Sasol's SOB is available on the website: www.sasol.com

Regional Operations and Asset Services (ROAS)

ROAS continues to advance biodiversity and land stewardship practices across its more than 2 400km pipeline network spanning South Africa and Mozambique. Recognising the dependencies and impacts associated with linear infrastructure traversing sensitive and transformed landscapes, biodiversity management plans (BMPs) are being developed and progressively implemented to support ecosystem resilience, maintain infrastructure integrity and strengthen environmental risk management.

Sasolburg and Natref Operations

At Sasolburg, game populations are actively managed to prevent overgrazing and maintain ecological balance. Implementation of the veld management plan remains ongoing, with a continued focus on improving veld condition and eradicating invasive species to support long-term ecosystem health.

Mozambique

Ecological rehabilitation and monitoring activities continued across operational areas. Monitoring results indicate sustained progress in vegetation succession and ecosystem recovery, with vegetation cover at several monitored sites approaching 90%.

During the period, 48 monitoring points met rehabilitation success criteria and were classified as recovered. The monitoring programme was expanded to include rehabilitation activities linked to the Production Sharing Agreement (PSA), the Pande-Temane area (PT5-C) and drilling campaigns.

Land remediation

Sasol's South African Operations continue to advance land risk management through ongoing site assessments and remediation activities, undertaken in alignment with notifications received under Part 8 of the National Environmental Management: Waste Act. Remediation programmes remain focused on reducing environmental risk, improving soil and groundwater conditions and supporting long-term site stewardship.

www.sasol.com More details are available on the Sasol website: www.sasol.com

Looking ahead through a Nature lens

Sasol is enhancing its response to a rapidly evolving external environment by embedding a Nature lens into its business decision-making, recognising Nature as the interconnected systems of land, water, oceans and atmosphere, with biodiversity at their core. This approach provides an integrated understanding of dependencies, impacts, risks and opportunities. Building on established environmental, climate and risk management practices, Sasol is progressively incorporating material Nature-related considerations into governance, ERM, business planning and disclosure processes. While not new, the integration of Nature considerations is increasingly shaped by evolving stakeholder expectations and a growing recognition of the interdependence between Nature and climate. Over time, this integrated approach will support more informed decision-making and enable the responsible use of Nature-based solutions to enhance operational resilience, improve resource efficiency and drive sustainable long-term value for both Sasol and society.

ENVIRONMENT CONTINUED



Water

COMMITMENT

Sasol is committed to the **responsible use of water resources and to preventing pollution and environmental degradation** by exercising its duty of care and meeting its regulatory obligations in this regard. Water is a precious resource essential to Sasol's operations and processes.

GROUP APPROACH

Water security remains a material consideration for the business, particularly given the water-stressed contexts in which the South African Operations are located. Sasol's approach therefore extends beyond operational boundaries. Sasol actively collaborates with municipalities, regulators, and other stakeholders to address shared water challenges at a catchment level. Through participation in integrated water resource management initiatives, Sasol contributes to enhancing coordination and resilience in local water systems while advancing its own sustainability objectives. This approach is aligned with global frameworks and the United Nations Global Compact CEO Water Mandate, of which Sasol is a signatory. These frameworks provide a structured foundation for identifying, assessing, and responding to water-related risks and opportunities across the value chain.

HIGHLIGHTS

Introduced **new voluntary water targets** for South African Operations for FY26 to FY30.

Maintained **CDP water score of B**.

Increased **recycled water volumes** during FY26.

Sasolburg Operations achieved **Green Drop Certification** and received national recognition.

- Progress against key operational water targets remained broadly on track during FY26.

For more information on Sasol's water targets and CDP, please refer to the website: www.sasol.com

PROGRAMMES

Research and Technology

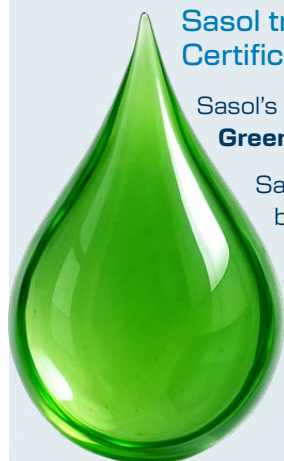
Water and utilities engineering capability development

To strengthen internal capability and water stewardship, Sasol implemented a three-day Water and Utilities Management training programme for engineering personnel across SO, Sasolburg and Natref. The programme covered key areas including water and salt management, treatment processes, desalination, bioprocessing, and cooling-water management, supporting improved water reuse, treatment efficiency, and utility-water risk management across operations.

Innovation

Sasol implemented an initiative to divert a high-organic Phenosolvan waste stream from incineration to biological treatment, improving waste and emissions management. An added benefit is the recovery and reuse of treated water as process cooling water, reducing freshwater demand and supporting circular water management through existing bioprocessing infrastructure.

FEATURE STORY:



Sasol treatment facility retains Green Drop Certification

Sasol's Sasolburg Operations retains **Green Drop Certification**.

Sasol's Sasolburg Operations has been recognised as one of South Africa's leading wastewater services performers in the most recent national Green Drop assessment.



96,6%
GREEN DROP score
at PLANT LEVEL

This performance secured Green Drop Certification and resulted in Sasolburg Operations being ranked as the second-best performing wastewater services institution in the country within its category.



BEST PRIVATE
Technical site assessment
2025



92,9%
GREEN DROP score
at WSI LEVEL

Secunda Operations also delivered a solid performance, achieving a Green Drop score of **84%** and remaining among the top-performing wastewater treatment works.



ENVIRONMENT CONTINUED

Water continued

Operational Performance

Sasol's operations are inherently water-intensive and dependent on secure water supply of consistent quality to meet operational requirements. The organisation continues to prioritise water recycling and reuse to reduce freshwater abstraction, lower dependency on constrained resources, and support catchment resilience.

River water use remained broadly in line with the prior year, while recycling volumes increased, contributing to improved water reuse performance. SO has committed to context-based water targets in the Grootdraai catchment by maintaining a Recycled Water Offset Percentage (RWO%) of at least 12%. This metric tracks the substitution of fresh raw water with upgraded treated process effluent. SO has exceeded this commitment, maintaining a steady performance of approximately 14%.

Potable water use increased in FY26, mainly due to SO where additional potable water was temporarily required to support condensate production due to operational constraints on some units.

KPI (million cubic metres)	2026	2025
Desalinated water	3,5	3,5
Other water	11,1	11,4
Potable water	12,1	9,0
River water	102,1	103,9
Total water use	128,7	127,8
Recycled water*	100,9	94,8

* Recycled volumes are reported separately and are not included in total freshwater abstraction

Chemical oxygen demand (COD) on wastewater discharges

- Aligned with information reported to the Department of Water and Sanitation's Integrated Regulatory Information System (IRIS), Sasol reports on the Sasolburg Natref Operations (SNO) barrage effluent discharge and SOs' treated sewage discharge.

PROGRAMMES AND PERFORMANCE

- Total COD discharged increased in FY26, most notably at Sasolburg Operations. This increase was primarily driven by higher discharge volumes from the site. Discharges remained within applicable regulatory limits during the reporting period.

	2026 COD tons/ year	2025 COD tons/ year
SO	138	158
SNO	484	275

Mozambique Operations

In Mozambique, water-related risks are actively managed through a comprehensive monitoring programme. During FY26, monitoring across 72 sampling points at the Gas Central Processing Facility (CPF) and PSA Integrated Processing Facility (IPF) indicated that water quality remained stable, with observed parameter variability largely within regulatory thresholds.

To enhance supply resilience and support operational continuity, additional groundwater capacity has been developed. This includes the installation of one borehole for CPF/IPF operations and five boreholes at the Nhamacunda Residential Complex. These investments strengthen water security in a region exposed to water supply pressures and potential supply disruptions.

Water security

Water resilience remains a strategic priority for the Group, as climate variability, infrastructure reliability challenges and increasing regional water pressures continue to shape long-term operational risk.

Supply and risk context

Water-related risks, including supply constraints, are managed through Sasol's enterprise risk management framework, with the most material exposures concentrated in its South African Operations. These risks are influenced by both infrastructure reliability and broader catchment-level conditions.

River water (Integrated Vaal River System)

The South African Operations rely on the Integrated Vaal River System (IVRS) as a primary water source. During FY26, favourable and sustained rainfall resulted in high dam levels, supporting strong short-term supply security.

Notwithstanding these conditions, longer-term resilience remains dependent on the reliability of supporting and backup infrastructure, which continues to present a potential constraint to sustained supply. In support of this, SO is implementing an action plan in collaboration with the Department of Water and Sanitation, supported by targeted direct investment in projects to restore and improve critical infrastructure.

Water quality and operational implications

Water quality within the IVRS improved during FY26 due to increased inflows and dilution effects associated with sustained rainfall. However, water quality remains inherently seasonal and variable, and has subsequently shown signs of deterioration as conditions normalise.

Variability in water quality directly affect both the volume of water that can be abstracted and the efficiency, reliability and cost of treatment systems.

Potable water availability

Sasol utilises both raw water and potable water across its operations. While the majority of industrial water demand is met through raw water supply, potable water remains essential to support workforce requirements and specific operational processes that require treated water.

To ensure continuity of supply under local supply constraints, sites have implemented a range of water resilience measures. These include the installation of on-site storage capacity, increased reserves, and the development of alternative sources such as boreholes.

ENVIRONMENT CONTINUED

Waste

COMMITMENT

Sasol is committed to **managing waste responsibly to prevent harm to people and the environment**, while supporting long-term sustainability and a circular economy. Sasol recognises opportunities to recover value from waste streams and will continue to advance practices that support sustainable resource management.

GROUP APPROACH

Sasol's waste management approach is guided by the waste hierarchy and aligned with applicable regulatory frameworks. Sasol prioritises waste avoidance and minimisation, while promoting recycling, resource recovery and reduced disposal to landfill.

Through improved practices, innovation and development to waste-to-value pathways, Sasol actively drives the diversion of waste from landfill. Through collaboration, innovation and regular review of performance, the business seeks to embed sustainable solutions across its operations. Waste performance is monitored and opportunities to further improve landfill diversion are identified, taking into account operational, market, and regulatory constraints.

PROGRAMMES AND PERFORMANCE

Waste performance improved during FY26, supported by lower landfill volumes and a material reduction in incineration. Total waste generated declined across both hazardous and non-hazardous streams. Improved diversion initiatives contributed to a more favourable disposal profile, which improved the recycled-to-landfilled waste ratio. The cessation of bio-sludge incineration at Secunda Operations continued to materially reduce incinerated volumes.

(kt)	2026	2025
Waste by classification		
Hazardous waste	194	256
Non-hazardous waste	185	201
Waste management route		
Incinerated	6	93
Recycled	181	132
Landfilled	192	232

Operational highlights:

Sasolburg Operations – Coal riddlings

Sasolburg Operations successfully implemented the beneficial reuse of selected waste streams, including steam station riddlings, Bioworks drying bed sludge and brine sludge, within clay brick manufacturing processes. Following successful implementation, the initiative has now operated sustainably for more than a year, demonstrating a viable waste-to-value pathway and consistent landfill diversion performance. At full implementation, the initiative has the potential to divert up to 30 000 tons of waste per annum from landfill while reducing reliance on virgin materials within the manufacturing process, supporting broader circular economy objectives.

Secunda Operations – Ash beneficiation

Ash remains Sasol's largest waste stream, reflecting the nature of coal-based operations. However, ash beneficiation at SO continued to demonstrate year-on-year growth, with increasing volumes of material utilised in downstream applications such as brick and block manufacturing.

(kt)	2026	2025
Volumes recycled	652	422

Growth in ash beneficiation was supported by operational optimisation initiatives (including extended operating hours) and favourable market conditions, which created additional demand for downstream utilisation.

Looking ahead, further growth in ash beneficiation is anticipated. Ongoing initiatives to enhance infrastructure, optimise logistics, and strengthen market development are expected to unlock additional utilisation pathways, supporting both waste reduction and circular economy objectives.

Secunda Operations – other initiatives

Secunda Operations continued to expand waste diversion initiatives across both hazardous and non-hazardous waste streams through the implementation of alternative treatment and recovery pathways. Key initiatives included the diversion of complex hydrocarbon-containing waste streams to authorised treatment facilities, including the redirection of flare knock-out water to effluent treatment facilities as well as increased diversion of API sludge from landfill through recovery and reuse initiatives across operations.

Mozambique Operations

During the reporting period, over half of the waste generated at the Central Processing Facility and Integrated Processing Facility Operations was diverted from landfill through recycling and reuse initiatives. Approximately 52% of waste generated was beneficially reused or recycled, primarily through non-hazardous waste recycling streams and the reuse of organic waste for beneficial agricultural use. Due to limited local treatment and recovery infrastructure, a portion of waste generated continues to be managed through licensed off-site landfill facilities.

Waste separation at source:

SO recently launched a waste separation-at-source pilot project across six high-activity areas, aimed at improving material segregation at the point of generation. The pilot is designed to test behavioural shifts, enable fit-for-purpose infrastructure, and develop scalable operational processes that support improved resource management across Sasol's operations.

Waste in communities

Sasol's sustainable environment programmes aim to reduce waste in surrounding communities and use the integrated value chain to recycle materials, converting waste into real value.

➤ For more information, refer to page 131

Training and awareness

The SO environmental team established the Siyimvelo ("we are nature") platform as a monthly environmental awareness initiative aimed at strengthening environmental stewardship, awareness and environmental culture across operations.

In support of World Cleanup Day 2025, environmental awareness and housekeeping campaigns were conducted across operational sites to reinforce environmental stewardship, responsible waste management practices and compliance with site housekeeping standards.

652 kt (422 kt)
Volume of recycled

ENVIRONMENT CONTINUED

Environmental compliance

COMMITMENT

Sasol is committed **to adhering to applicable environmental regulatory requirements**, consistent with its Code of Conduct and underpinned by various Sasol policies.

GROUP APPROACH

Sasol follows a robust process of reporting, managing and mitigating environmental incidents, including any deviations from legal requirements. The approach regarding environmental incident management is explained on **page 111** of the report. The business transparently engages with the relevant authorities in managing compliance challenges and fully collaborates on environmental inspections conducted at Sasol facilities. The business responses to findings include remedial interventions aimed at sustaining compliance and retaining the operations' licence to operate.

PROGRAMMES AND PERFORMANCE

The following are **key events** that occurred at Sasol operations during the reporting period with regards to reported incidents, compliance challenges as well as **monitoring and enforcement actions** conducted by the relevant authorities.

1 Natref, Sasolburg and Durban Operations

A Department of Water and Sanitation (DWS) annual inspection was conducted on 17 March 2026 at Natref's Sasolburg Operations with no findings reported. No Section 30 NEMA incidents were reported for the Natref and Durban Operations, and no water-related incidents were reported to the DWS during the reporting period.

Elevated sulphur dioxide (SO₂) emissions from the vacuum pre-flash off-gas furnace were investigated and managed under a corrective action plan

aligned to the Natref AEL.

The plan was updated to reflect additional measures and those under assessment, including the use of lower-sulphur crude slates, while targeted sampling campaigns informed valve repairs and re-routing options for sustained compliance.

Inspections confirmed extensive damage to the Sulphur Recovery Unit (SRU) requiring an overhaul scheduled for the second half of 2026. Natref engaged

the local licensing officer to approve or direct a corrective action plan under the AEL. The response is awaited.

The Natref Durban Operations continue to implement the 2024 remediation order requirements regarding Fynnland Sites 1 and 2, with regular progress reporting to the landowner (Transnet National Ports Authority) and the Department of Forestry, Fisheries and the Environment (DFFE).

2 Sasolburg Operations

A sulphuric acid transfer line failure at the Sasolburg 1 facility resulted in an estimated 2,06 tonnes of sulphuric acid (H₂SO₄) released outside the bunded area. Spill containment and clean-up commenced immediately. No further remedial action is necessary.

Discharge quality exceedances, as governed in the Sasolburg Operations' water use licence (WUL), were reported to the DWS as part of Sasol's required monthly compliance reporting. These mainly included chemical oxygen demand (COD) exceedances linked to plant incidents, total suspended solids (TSS) exceedances largely attributed to algae growth in a channel, a cyanide (CN) exceedance linked to a historic waste facility and an E. coli exceedance associated with a high

rainfall/high flow event. Corrective measures were identified and implemented to enable sustained compliance. The COD exceedances have been resolved while algae growth in the channel is not easily addressed, and the CN exceedances are associated with the historical waste site. Remediation is planned to begin in 2028, pending the required WUL and waste management licence (WML).

At Steam Stations 1 and 2, some isolated incidents of sulphur dioxide (SO₂) emission exceedances were noted as anomalies attributable to unexplained spikes in moisture. Isolated particulate matter (PM) exceedances linked to electrostatic precipitator operational challenges and boiler trips were also noted and, subsequently, addressed to sustain compliance.

A compliance inspection was conducted by the Environmental Management Inspectorate (EMI) at the operations on 14 and 15 August 2025. A pre-compliance notice was subsequently issued on 4 May 2026 relating to a non-compliance with an administrative condition in the Sasolburg Operations' AEL, late commencement with remedial action in terms of a remediation order issued in 2023, and non-adherence to the duty of care provisions as provided in the National Environmental Management: Waste Act (NEMWA). A response to the pre-compliance notice was submitted to address these findings and mitigate against the issuing of a compliance notice.



ENVIRONMENT CONTINUED

Environmental compliance continued

PROGRAMMES AND PERFORMANCE

3 Mining Operations

It was previously reported that Sasol Coal Supply was awaiting its renewed WUL, which was issued in January 2026.

Reportable incidents at Sasol's Mining Operations comprised water-related and environmental-control deviations, including a temporary coal stockpile established within a 500m wetland buffer, service-water pipeline leaks/loss of containment events, overflow events linked to infrastructure and heavy rain, a spillage from a storage bund due to valve failure and bund integrity gaps, and project laydown/clearing. These incidents were all investigated to ensure that adequate corrective and preventative measures have been implemented.

The DWS conducted compliance monitoring inspections at the Shondoni Colliery during October 2025 and at the Bosjesspruit Colliery during November 2025. No administrative enforcement actions were taken following these inspections.

4 Secunda Operations

The Secunda Operations continue to manage compliance challenges associated with the renewed WUL (issued 14 November 2023), including effluent dam barrier control requirements and implementation timelines through an amendment application. A risk-based remedial action plan was finalised and submitted to the DWS at the end May 2026 for approval amid the pending amendment application. A response is awaited.

An incident occurred following the replacement of the emergency valve at Fine Ash Dam 6 and involved the intermittent loss of containment. Sasol managed the incident as a significant environmental incident in accordance with its internal and applicable regulatory requirements, including reporting the incident to the relevant authorities.

Through monitoring, it was established that dams on neighbouring properties were impacted. Remedial actions have since been undertaken to address the impacts.

On 18 February 2026, the Secunda Operations engaged with the DWS's Regional Office regarding the potential release of clear ash effluent to aid with positive water balance management at the Secunda Operations. This was followed by a subsequent site visit from the DWS to assess Sasol's management of Fine Ash Dam 6 in accordance with the provisions of the Dam Safety Regulations. On request by the DWS, Sasol submitted a detailed operational plan. Additionally, on 19 February 2026, the Secunda Operations met with officials from the Department of Agriculture, Rural Development, Land and Environmental Affairs in Mpumalanga regarding a Section 30 application in terms of NEMA to commence with listed activities amid an emergency associated with managing the positive water balance challenges at the Secunda Operations. A Section 30A directive was received on 16 April 2026 to conduct listed activities related to necessary interventions to address the risks associated with the positive water balance.

Environmental complaints managed by the Secunda Operations, included reports on sulphur odours which was investigated and reported to the National Air Quality Officer.

The EMI conducted an inspection on 21 and 22 April 2026 at the Secunda Synfuels Operations. The report is awaited.

Sasol instituted legal proceedings in the High Court on 19 September 2025 with the primary objective of seeking regulatory clarity. The declaratory order is sought to clarify whether the 40% target in the Highveld Priority Area (HPA) Air Quality Management Plan is an industry wide target which each impacted industry emitter must contribute towards as opposed to a reduction target for individual emitters. In the event that the court finds that the 40% target is binding on individual emitters, Sasol is seeking a review and setting aside of the HPA as alternative relief included in the application. Sasol did, however, submit environmental reduction management plans as required (ERMPs) for its Secunda Operations and its Mining Operations in September 2025. The ERMP for Sasol Mining has been approved and an outcome on the ERMP for the Secunda Operations is awaited.



ENVIRONMENT CONTINUED

Environmental compliance continued

5 ROAS and Ekandustria Operations

The Gauteng environmental authorities conducted several visits to the Ekandustria Operations' new magazine construction site with no findings raised and no enforcement action taken. The construction has been completed.

Incidents at Sasol's Regional Operating and Asset Services (ROAS) Operations include third-party damage to a pipeline during municipal excavations (with the emergency pipeline replacement subsequently completed), and an illegal third-party excavation associated with fuel theft.

A clean-up was initiated and monitoring is ongoing to confirm the efficacy of the remedial action. These were all reported to the DFFE in terms of Section 30 of NEMA.

At Ekandustria, a third-party diesel spill incident occurred with associated soil impacts. The DFFE conducted a site visit to assess the implementation of remedial action. Monitoring is ongoing.

On 3 September 2025, the DFFE conducted a waste performance assessment. Required actions for continuous improvement, some of which have already been implemented, include optimised waste separation at source, further assessments on the beneficial use of ash and improved labelling of waste storage areas and containers.

Other regulatory site visits occurred to confirm the close out of remedial actions related to previously reported Section 30 NEMA incidents and other authorisation-related follow-ups. No findings were raised and no enforcement action followed.

PROGRAMMES AND PERFORMANCE

6 Sasol Energy Operations

Two gas pipeline leaks on the Springs to Sasolburg Transmission Pipeline occurred, which were reported to the applicable authorities. Subsequent repairs and remedial actions were undertaken.

7 Mozambique Operations

In February 2026, the environmental declarations for the Mozambique CPF Operations, pipeline operations and the Nhamacunda complex were received. The declarations replace the environmental licences and are valid for five years.

An integrated inspection was conducted by the National Petroleum Institute as part of the operation licence for the PSA Integrated Processing Facility and all the identified findings were addressed through a corrective action plan. Additional outstanding findings have also been addressed and are pending validation from authorities in order for them to be fully closed out.

Reported matters included recurring produced-water leaks, effluent overflow from a laundry lint trap, and a sewage overflow at the Central Processing Facility (CPF) plant. The incinerator remained offline due to commissioning impacts linked to a faulty hydraulic cylinder. Ambient vapour monitoring detected only trace methane at selected points within a fenced well area and no detected hydrogen sulphide in the targeted positions.

No enforcement measures were taken.



ENVIRONMENT CONTINUED

Environmental incident management

COMMITMENT

Sasol is committed to **effective and proactive management of environmental incidents** as part of the broader approach to responsible operations, in accordance with its One Sasol SHE Excellence approach. This includes the timely identification, reporting, investigation and mitigation of incidents through a structured framework focused on effective response, remedial action and prevention through continuous improvement.

GROUP APPROACH

Sasol applies a structured and risk-based environmental incident management system to prevent, detect, respond to, and learn from environmental incidents. This system is embedded within the broader environmental and enterprise risk management frameworks and supports regulatory compliance, and Sasol's commitment to responsible environmental stewardship.

Incidents are reported to relevant authorities in accordance with statutory and licensing requirements.

➤ For details on reported incidents refer to the environmental compliance section on pages 108 – 110

Major and significant incidents are escalated through formal governance structures and, where required, reported to executive management and relevant oversight Committees.

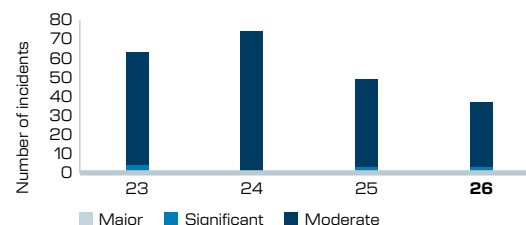
To drive continuous improvement, environmental incidents are managed in accordance with Sasol's SHE incident management procedures. This requires:

- Robust root cause analysis to identify underlying and systemic factors
- Implementation and tracking of corrective and preventive actions
- Sharing of learnings across operations to reduce risk of recurrence



PROGRAMMES AND PERFORMANCE

A standardised approach is applied across all operations. Environmental incidents are recorded in a centralised system to enable consistent oversight, trend analysis and timely response. Incidents are classified internally using a four-tier severity scale – Level 1 (major), Level 2 (significant), Level 3 (moderate), and Level 4 (minor) – which informs investigation requirements, escalation protocols, and management actions.



Environmental incident performance improved over the reporting period, primarily due to a reduction of moderate (Level 3) incidents. In FY26, moderate incidents were mainly associated with operational factors, infrastructure-related failures, and external conditions, including fires, high rainfall events, and theft-related infrastructure damage. These drivers highlight areas that continue to require management focus.

This overall improvement was supported by several contributing factors including:

- A reduction in infrastructure integrity-related incidents, including pipeline leaks, compared to FY25
- Fewer rainfall-related incidents compared to FY25, supported by improved operational preparedness
- Improved spill prevention and containment performance, particularly within Mining Operations

A shift in incident profile was also observed. In FY25, fire-related incidents were primarily associated with process safety events, whereas FY26 incidents were largely associated with veld fires in the Mpumalanga region, reflecting increased exposure to external environmental conditions beyond direct operational control.

Despite the overall positive trend, three significant incidents were recorded in FY26. These incidents related to effluent management, plant instabilities resulting in black smoke emissions, and operational activities undertaken in proximity to sensitive receiving areas.

The continued reduction in moderate environmental incidents reflects sustained efforts to strengthen operational discipline, infrastructure reliability, and environmental risk management across the Group.

ENVIRONMENT CONTINUED

Product stewardship

COMMITMENT

Sasol is committed to **ensuring safe chemicals management through continuously mitigating and improving the Safety, Health and Environment (SHE) impacts of its products.**

This is done while actively managing safety and security across the product lifecycle, in collaboration with suppliers, customers and other stakeholders.

Sasol's product quality management processes ensure products meet customer and performance requirements, while complementing Product Stewardship's SHE commitment.

GROUP APPROACH

Sasol's approach to product stewardship ensures safe chemicals management across the product lifecycle while delivering societal and environmental value. This is achieved by:

- **Building trust in the Sasol brand** through consistent stewardship across the value chain
- **Leveraging global technical expertise** to manage hazards, risks, and regulatory requirements, driving continuous improvement and minimising health and environmental impacts
- **Collaborating with partners and stakeholders** to promote safe, responsible practices from storage to end-of-life
- **Designing safe products** through continuous portfolio review, proactively monitoring regulations and scientific developments to anticipate and address emerging requirements.

Additional information can be found in the Sasol Group Commitment to the Safe Management of Hazardous Products, refer to: www.sasol.com/esg

PROGRAMMES AND PERFORMANCE

PARAFOL 10 RSPO MB: A safer and renewable solution for cyclomethicones in cosmetic products

From June 2027, the European Union will restrict the use of two widely used cyclic volatile silicone oils, including cyclopentasiloxane (D5) and cyclohexasiloxane (D6), in leave on cosmetic products above 0,1%, due to their classification as very persistent and very bioaccumulative (vPvB) substances. In response, Sasol's PARAFOL 10 RSPO MB (high purity decane) offers a readily biodegradable alternative with a comparable, and in some applications, superior performance profile. Additionally, it enables a renewable solution through mass balance certification.

As the regulatory deadline approaches, more customers are proactively replacing cyclomethicones with PARAFOL 10 RSPO MB, increasingly selecting it ahead of synthetic isoalkanes to meet both regulatory and sustainability objectives.

Strengthened product defence

Sasol strengthened its product defence framework by improving the quality and robustness of product documentation. This included ensuring fuel Safety Data Sheets were supported by accurate, traceable chemical and physical property data through detailed characterisation and evidence-based Chemical Abstract Services (CAS) selection. This approach strengthened product identification and classification, improved hazard communication, and supported effective risk management across the value chain.

Sasol's International Sustainability and Carbon Certification (ISCC) PLUS certifications

The ISCC PLUS certification promotes environmentally, socially and economically sustainable production. Four of Sasol's Eurasian sites (Brunsbüttel, Marl, Augusta, and Terranova) and the Natref refinery maintain ISCC PLUS certification to enable the use of bio-based and circular feedstocks on a mass balance basis to replace fossil-based feedstocks.

More information can be found on the Sasol Chemicals website via the following link: <https://chemicals.sasol.com/sustainability/certifications>

Sasol adheres to various environmental and safety frameworks:

- **Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Compliance:** Sasol has two substances (occurring as impurities) listed on the European Union's REACH Substances of Very High Concern (SVHC) candidate list and no products on the authorisation list. This position remains unchanged from FY25.
- **Montreal Protocol and Stockholm Convention:** Sasol's value chain avoids materials listed in these multilateral environmental agreements.
- **Basel Convention:** Sasol exports spent catalysts with precious metals for recovery, reducing the need for mining and promoting a circular economy.
- **International Cyanide Management Code:** One Sasol product is certified under this voluntary code. This position remains unchanged from FY25.

HIGHLIGHTS

Sasol South Africa Limited winner of the **2025** Chemical Allied Industry Association (CAIA) Responsible Care® Initiative of the year award – Category A

Sasol South Africa Limited acknowledgment of contributions to sustainable development **2025** CAIA Responsible Care® Initiative of the year, CSR and company project – Category A

More information is available on the website: www.sasol.com/esg

ENVIRONMENT CONTINUED

Product stewardship continued

FY26
OUTCOMES

EcoVadis Sustainability Ratings

In the last financial year, Sasol entities received the following EcoVadis outcomes, demonstrating Sasol's commitment to advancing sustainability performance

Sasol entity	EcoVadis score	Medal
Sasol China	59/100	Recognition
Sasol Germany	71/100	Bronze
Sasol Italy	78/100	Silver
Sasol South Africa	40/100	Recognition
Sasol USA	60/100	Bronze

All entities maintained or improved their scores during FY26. The current medal levels reflect both the continuous tightening of EcoVadis' scoring criteria and recalibration of thresholds.

Life Cycle Assessment and Product Carbon Footprint

Life Cycle Assessment (LCA) evaluates environmental impacts across a product's lifecycle (ISO 14040/44), while Product Carbon Footprint (PCF) focuses on greenhouse gas emissions (ISO 14067).

During the year, Sasol strengthened PCF quality, consistency, and usability by updating models with latest methodologies and site-specific data. Progress included embedding Together for Sustainability (TfS) requirements, increasing use of primary and supplier data, and enhancing Scope 3 emission factors.

PCF insights were linked to the Emission Reduction Roadmap to assess decarbonisation initiatives and future trajectories, supporting transparent customer communication. Growing demand for PCF information continues to drive improvements across the value chain.

www.sasol.com/esg More information on Product Lifecycle Stages, please refer to the website: www.sasol.com/esg

Transport indicator of performance

TloP is a Group-wide measure of the incident severity rate as a function of distance travelled during product transportation. This measure is split into two components:

- **FIRST**, reflecting avoidable incidents, where an incident could reasonably have been prevented (as reported in the table below)
- **SECOND**, reflecting the unavoidable incidents where no incident preventive controls failed and nothing further could reasonably have been done to avoid the incident

During FY26, no major or significant avoidable incidents were reported.

Avoidable product transport incident metrics

	2026	2025
Total severity of incidents	53	118
TloP	0,52	1,21
Number of third-party and transporter fatalities	0	1

Unfortunately, three fatal unavoidable transport-related incidents occurred which were primarily attributable to negligent actions by third parties. Consistent with Sasol's commitment to a strong learning culture and continuous improvement in safety practices, comprehensive investigations were conducted, and key learnings were shared across the organisation and with external logistics partners.

As part of continuous improvement, Sasol has optimised and is implementing a Product Logistic Safety Framework aimed at creating a more proactive, aligned and control focused approach to product logistic safety. Understanding the influence and impact of service providers and external stakeholders on overall logistic safety has increased the collaboration and assurance in these areas. These collaborative initiatives included a multi stakeholder emergency exercise conducted in Potchefstroom that allowed Sasol to share best practices with local first responders and improve their ability to respond to complex incidents.

FEATURE STORY:

Strengthening logistics risk management and operational efficiency

Safety and Quality Assessment System (SQAS) certification continues to be the foundation for partnering with responsible logistic transport service providers.

Following the transition of SQAS-Africa audit responsibilities to the Chemical and Allied Industries' Association (CAIA), Sasol's internal Product Logistic Safety audit team has adopted a focused approach that builds on the SQAS certification and provides assurance on contract specific risks and controls. Continued participation in logistics-related CAIA forums as well as multiple external industry and government stakeholder forums allows the PLS team to continue supporting and influencing industry safety initiatives.

ENVIRONMENT CONTINUED

Sustainable use of plastics

COMMITMENT

Sasol commits to having a **meaningful impact on plastic waste leakage into the environment** through value-chain collaboration on projects that contribute to a circular economy.

GROUP APPROACH

Sasol acknowledges that plastic waste leakage into the environment is a concern, is unacceptable and wants to make a meaningful impact by:

- Executing its plastics sustainability approach through impact projects, innovation, education and collaboration
- Collaborating in the value chain on projects and initiatives that promote and develop circularity
- Working with the government, relevant industry stakeholders and associations to maximise the impact of Sasol's contribution



In FY26, existing Packa-Ching units collected

11,0 million kilograms of recyclables, generating **R18,2 million** in income for 1 933 households.

PROGRAMMES AND PERFORMANCE

Partnerships

Packa-Ching is a mobile recycling initiative by Polyco that incentivises recycling in low-income and informal communities through cash payments for recyclable waste. Sasol has supported the programme since 2019. Since inception, the initiative has created an estimated 270 jobs. A new agreement, effective to September 2029, extends Sasol's support and expands the programme to include community clean-up and awareness initiatives.

Sasol is a member of the Alliance to End Plastic Waste (AEPW), a global non-profit organisation established in 2019 by leading companies across the plastics and consumer goods value chain to eliminate plastic waste in the environment. Sasol plays a leadership role in the AEPW South Africa Country Programme, both as a funding partner and as co-chair of the Programme Advisory Group. The programme continues to scale its impact, in FY26, it reduced 32,8 million kilograms of unmanaged plastic waste and valorised 27,3 million kilograms through projects implemented nationwide.

Sasol subscribes to the SA Plastics Pact, a platform to stimulate innovation, dialogue and collaboration to unlock

barriers and drive investment into circularity. Sasol is actively involved in specific polyolefins workstreams, as these are closely related to Sasol's core business.

Plastics recovery programme

Sasol's Plastics Recovery Programme is ongoing and continuing to support the reduction of plastic pollution by developing a more circular value chain for plastics. This includes collection and sorting, mechanical recycling, advanced recycling and/or recovery of plastic waste. The programme follows a shared value approach with consideration that Sasol's participation will yield positive economic returns.

Sasol continues to advance development at the Polymer Technology Services Centre (PTSC) to unlock new applications and market opportunities for post-consumer recyclate (PCR), with a particular focus on polyolefins, which account for ~60% of South Africa's plastics demand. The business has also achieved ISCC certification for the Secunda Catalytic Cracker, enabling the conversion of bio-based and circular feedstocks into sustainable ethylene and propylene, and creating a pathway to produce virgin quality sustainable polymer resin locally.

International Legally Binding Instrument (ILBI) on Plastics Pollution

UN member states agreed in March 2022 to develop a legally binding treaty on plastic pollution (ILBI), mandated to the Intergovernmental Negotiating Committee (INC). After INC 5.2 in August 2025 failed to reach consensus on the treaty text, a follow up session (INC 5.3) in February 2026 focused only on governance. Deep divisions over consensus versus voting shaped proceedings, and Chile was elected Chair after a two round ballot. While leadership was restored, the process remains fragmented, with momentum now dependent on progress at INC 5.4.

Despite current global fragmentation, Sasol continues to collaborate with governments, industry bodies and stakeholders to support the development of an effective, globally aligned ILBI to end plastic pollution. Sasol recognises that plastic pollution is a global challenge requiring coordinated action, and remain committed to promoting responsible use of plastics across their lifecycle. While plastics play a critical role in areas such as food security, healthcare and energy, they should never leak into the environment. Ending plastic pollution is therefore a priority, and Sasol supports an ILBI that advances sustainable development while accelerating the transition to a circular plastics economy.



ENVIRONMENT



SOCIAL – LABOUR

Human capital management

COMMITMENT

Through the People Promise, Sasol **commits to providing a unique employee experience and a compelling value proposition for a diverse workforce**. Sasol's revitalised culture fosters a safe, inclusive and supportive environment that empowers employees to align with and contribute meaningfully to Sasol's strategic objectives.

GROUP APPROACH

Sasol considers human capital management to be a material driver of its long term success. Its people, their capabilities and the culture they shape are fundamental to delivering the company's strategy, strengthening operational performance and sustaining its competitive advantage in a rapidly evolving energy and chemicals landscape. Sasol enables its strategy by leveraging its Group People strategic anchors, which are designed to deliver targeted and impactful outcomes (see dashboard below).

PEOPLE AT A GLANCE

Workforce and stability

- Total permanent employees: 26 943 (27 107)
- Turnover: 6,01% (6,18%)
- External hires: 1 061 of which 27,8% are female

Engagement and culture

- eNPS:+28(-8)
- Participation rate: 66% (61%)

Talent and leadership

- 5 629 (950) employee engagement discussions
- 1 800+ leaders attending the leadership refresher programme

Diversity

- Female representation in key pipelines:
 - 50% (44%) Graduate Programme
 - 37% (44,6%) Learnerships
 - 57% Leadership Experience Acceleration Programme (LEAP)
- Persons with disabilities (PwD): 292 (288) representing 1,2% (1,2%) of the total workforce in South Africa.

Skills development

- R1 314m (R1 293m) invested
- 24 160 (23 991) employees developed in Southern Africa

STRATEGIC PEOPLE ANCHOR

PURPOSE

FY26 KEY OUTCOMES

1

Leadership capability and management effectiveness

Strengthen leadership capability and frontline management effectiveness across Sasol's leadership spine.

>1 800
Leadership Refresher Programme participants
excluding neutral turnover e.g. planned retirement, relocation etc.

2

Empowering and inclusive organisational culture

Embed Sasol's values and cultural anchors through targeted strategic initiatives and a robust Diversity, Equity, Inclusion and Belonging framework.

Employee Net Promoter Score (eNPS) improved to
+28

3

Employee Value Proposition (EVP) and experience

Deliver a compelling EVP that enhances employee experience across all segments and stages of the employee life cycle.

>5 600
employee engagement discussions

4

Talent management and key skills

Execute Sasol's talent management strategy to build a robust long-term talent pipeline and strengthen competitiveness.

922
top talent assessed to identify development opportunities

5

Performance accountability, employee productivity, and labour stability

Maintain labour stability through sound employee relations and collaborative partnerships that strengthen performance accountability and improve employee productivity.

Voluntary turnover
3,74%
(4,03%)
Involuntary turnover
1,74%
(1,54%)
Excluding neutral turnover e.g. planned retirement, relocation etc.

6

HR digitalisation and effectiveness

Drive HR digitalisation by deploying advanced technologies and innovative approaches to simplify people processes and enhance the employee experience.

Digital HR
roadmap established to continue enhancing Sasol's HR technological abilities

SOCIAL – LABOUR CONTINUED

Human capital management continued

PROGRAMMES AND PERFORMANCE

Employer brand and employee experience

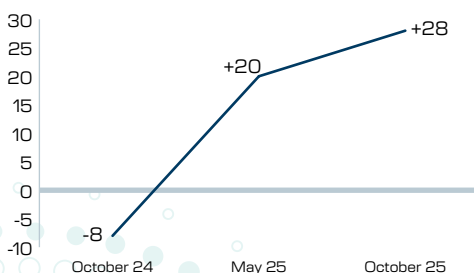
KEY INSIGHT

Employee advocacy and engagement improved significantly during FY26, exceeding global benchmarks and strengthening Sasol's ability to attract and retain critical talent. Improved engagement is expected to support higher retention of critical skills and sustained operational performance.

PERFORMANCE HIGHLIGHTS

- eNPS improved from -8(October 2024) to +28 (October 2025) and exceeds global benchmarks indicating strong employee advocacy
- 5 629 employee engagement discussions were conducted to proactively understand retention drivers

eNPS trend line



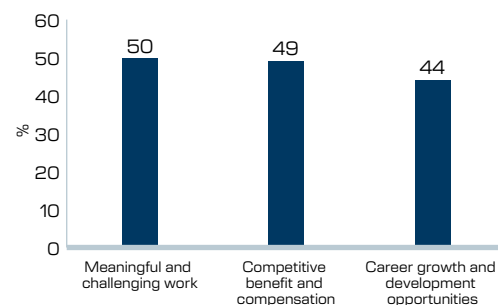
Retention insights

Through structured engagement discussions, the key drivers of employee retention were identified as:

- Meaningful and challenging work

- Competitive benefits and compensation
- Career growth and development opportunities

% employees mentioned



PROGRESS

- Enhanced EVP through targeted benefits improvements
- Introduced structured career paths for key technical talent segments (Engineers, Technicians, Technologists, Learning Practitioners, Digital Professionals)
- Strengthened continuous listening through large-scale engagement discussions

IMPACT

These interventions contributed to:

- Improved employee advocacy
- Reduced turnover in critical talent segments
- A more competitive employer brand in a changing labour market

Organisational culture

KEY INSIGHT

Sasol strengthened its values-driven, high-performance culture during FY26.

PERFORMANCE HIGHLIGHTS

- Positive improvement across all cultural anchors
- Increased participation in employee listening processes

PROGRESS

- Continued to focus on Sasol's diversity, equity, inclusion and belonging strategy, focusing on gender, persons with disabilities, inclusive culture and practices
- 90 team effectiveness workshops conducted
- 32 UNMUTED Culture Dialogues sharing culture learnings and best practices across the business
- Leadership programmes reinforced values-based behaviours
- Line Managers trained on the components of Sasol's attractive EVP
- Optimised and improved risk benefits across all employee levels in SA
- Women's Day celebrations included participants from across the world, focused on the theme "when we all give, we all gain"
- Learned from current employees how to better accommodate persons with disabilities.

IMPACT

- Stronger alignment to organisational values
- Improved collaboration and accountability across teams
- Increased employee voice and trust



SOCIAL – LABOUR CONTINUED

Human capital management continued

PROGRAMMES AND PERFORMANCE

Leadership and capability building

KEY INSIGHT

Leadership capability was strengthened at scale during FY26, supporting the development of a robust and future-ready leadership pipeline.

PERFORMANCE HIGHLIGHTS

- 922 (367) top talent and emerging leaders assessed against leadership capability frameworks
- 1 800+ leaders developed through Leadership Refresher Programme
- 430 (207) leaders completed Leader-as-Coach training
- 470 (752) employees reached through frontline leadership development

Leadership development ecosystem

Leadership capability was strengthened through an integrated set of interventions, including:

- Leadership Refresher Programme (large-scale capability building)
- Leadership Acceleration Programme (LEAP) for future leaders
 - 30 Leaders successfully completed year one of LEAP 4
 - 40 Leaders identified and onboarded for year one of LEAP 5
- Coaching and mentoring ecosystem:
 - 165 internal mentors
 - 18 accredited coaches

Leadership capability is developed through an integrated system of assessment, targeted development, acceleration programmes and ongoing coaching and mentoring support.

PROGRESS

- Used data-driven leadership assessments to identify capability gaps
- A comprehensive assessment of capability gaps against what is required for the Business of Today, and finalised the capabilities that Sasol requires for its Business of the Future enabling the Future Sasol Strategy
- Strengthened internal coaching and mentoring capability

IMPACT

- Targeted development interventions to ensure a positive return on investment.
- Improved leadership capability across all organisational levels
- Strengthened succession pipeline for future leadership roles
- Increased consistency in leadership behaviours aligned to Sasol values
- Healthy talent pipelines for all current and future business requirements
- Job enrichment for employees through rigorously designed personal development plans

Talent management and retention

KEY INSIGHT

Sasol strengthened its talent management approach during FY26, improving visibility of talent risks and enabling targeted actions to retain critical skills.

Talent lifecycle



Talent management at Sasol is enabled through an integrated lifecycle approach, linking talent identification, development, risk management and retention interventions to support critical skills sustainability.

PERFORMANCE HIGHLIGHTS

- 922 (367) leaders assessed
- 5 629 employee engagement discussions conducted
- Top retention drivers identified
- Introduction of the Sasol Industrial and Organisational Psychology Forum consisting of all industrial/organisational psychologists

IMPACT

These interventions contributed to:

- Improved visibility of talent risks and succession gaps
- More targeted retention actions for critical and scarce skills
- Strengthened alignment between talent management and business priorities
- Enhanced collaboration across the business and optimisation of assessment tools and processes to use in talent management interventions

SOCIAL – LABOUR CONTINUED

Human capital management continued

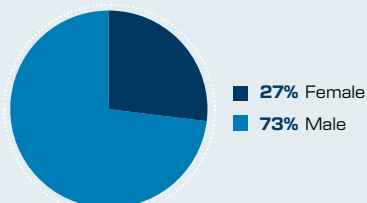
PROGRAMMES AND PERFORMANCE

Diversity, equity, inclusion and belonging

KEY INSIGHT

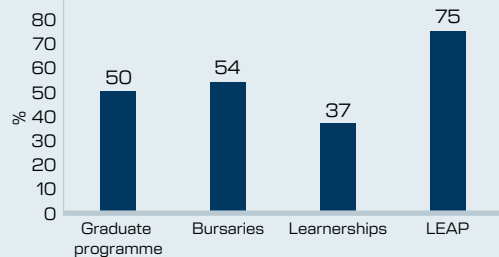
Sasol continued to strengthen diversity, equity, inclusion and belonging across the workforce, with measurable progress in building a more diverse leadership and talent pipeline.

Gender representation



(FY25: 74% male, 26% female)

Female representation



PERFORMANCE HIGHLIGHTS

- Female representation across key talent pipelines:
 - 50% (44%) Graduate Development Programme
 - 54% (51,3%) bursary participants
 - 37% (44,6%) learnership programmes
 - 57% LEAP 4 Emerging Leadership Programme
 - 75% of the LEAP 5 cohort which will commence in July 2026

- Continued focus on improving representation of women and PwD across all occupational levels

Inclusion initiatives

- Implemented targeted initiatives to support women's development:
 - Women's Mentorship Circles
 - Structured rotations
 - Coaching and leadership development programmes
- Strengthened diversity and inclusion awareness through engagements, workshops and campaigns across the organisation
- Sasol is committed to fair and equitable pay practices
- Sasol discloses pay gap information for its South African workforce and provide information on its remuneration structure and pay ranges in the Remuneration Report. In addition, Sasol opted to voluntarily disclose its gender pay gap information for South Africa.

Persons with Disabilities (PwD)

PERFORMANCE HIGHLIGHTS

- 426 employees participated in disability inclusion webinars
- Improved organisational awareness and capability for inclusion

PROGRESS

- Strengthened recruitment and development pipelines for PwD
- Reviewed the company's Reasonable Accommodation Policy for PwD
- Equipped line managers to better support PwD employees through training and enhanced guidelines

IMPACT

These interventions contributed to:

- Improved diversity within talent pipelines
- Increased awareness and capability for inclusive leadership
- Strengthened long-term sustainability of a diverse workforce

Skills development

KEY INSIGHT

Sasol made a significant investment in skills development during FY26, strengthening critical capability pipelines and supporting workforce sustainability.

PERFORMANCE HIGHLIGHTS

- R1 314 million (R1 293 million) invested in skills development globally
- 24 160 (23 991) employees developed across programmes
- R565 million (R723 million) invested in bursaries, graduate programmes, learnerships and apprenticeships

Pipeline development

- 454 (520) artisan learners trained in FY26
- Continued expansion of:
 - Learnerships
 - Apprenticeships
 - Bursary programmes
 - Future focus

Training infrastructure and capability

Skills academies provide training in, among others, the following technical areas:

- Fitting
- Electrical
- Instrumentation
- Welding
- Fabrication
- Millwright and rigging

Future focused skills

Sasol continues to evolve its skills offering to align with future business needs, including:

- Integration of renewable energy capabilities, data analytics and AI into training programmes
- Introduction of certified programmes for:
 - Solar PV training models
 - Hydrogen fuel cell training models

IMPACT

These investments contributed to:

- Strengthened pipeline of critical technical skills
- Improved workforce readiness for future energy transition needs
- Increased access to structured development opportunities



SOCIAL – LABOUR CONTINUED

Human capital management continued

PROGRAMMES AND PERFORMANCE

Employment equity (EE)

Workforce transformation in South Africa and localisation in Mozambique remains a strategic priority, embedded in leadership accountability and reinforced through Sasol's FY26 Employment Equity Plan. This continues to be a critical lever in strengthening the representation of African and Coloured men and women, as well as PwD, across all occupational levels.

Sasol's 5-Year Employment Equity Plan is designed not only to address representation gaps, but to strengthen the depth, diversity and quality of the leadership and technical talent pipeline required for long-term organisational sustainability. In doing so, it reinforces succession readiness and supports the development of a more resilient and future-fit workforce.

Strengthening Employment Equity governance capability remains a key enabler of effective execution. The upskilling of Employment Equity and Skills Development Forum members, together with enhanced compliance capability across business units, have improved oversight, strengthened accountability, and enabled more consistent delivery against transformation commitments. This has also contributed to reducing execution risk and improving alignment between business planning and transformation outcomes.

South African workforce diversity¹

as at 30 June 2026²

Occupational level	Male				Total	Female				Total	Foreign nationals		Total	Grand total
	A	C	I	W		A	C	I	W		M	F		
Top management	11	1	3	6	21	5	0	1	2	8	0	0	0	29
Senior management	160	23	90	311	584	98	16	48	100	262	7	4	11	857
Middle management	1 018	114	190	765	2 087	828	95	162	467	1 552	31	11	42	3 681
Junior management	5 395	236	243	2 071	7 945	2 020	167	128	735	3 050	15	11	26	11 021
Semi-skilled	6 034	111	56	432	6 633	1 691	54	17	95	1 857	66	1	67	8 557
Unskilled	217	5	3	28	253	94	1	–	6	101	1	–	1	355
Grand total	12 835	490	585	3 613	17 523	4 736	333	356	1 405	6 830	120	27	147	24 500

¹ These values reported are for permanent South African workforce and excludes temporary workforce.

² Limited Assurance by KPMG

A: African C: Coloured I: Indian W: White



SOCIAL – LABOUR CONTINUED

Human capital management continued

PROGRAMMES AND PERFORMANCE

Employee wellbeing

Sasol's wellbeing programmes supports a stable, productive and engaged workforce, with targeted interventions across key wellbeing dimensions.

To further support this important Strategy drive and following a comprehensive commercial process, a new Wellbeing provider will partner with Sasol from 1 July.

Approach

Sasol's employee Wellbeing Strategy focuses on five key dimensions:

- Emotional and mental
- Financial
- Social
- Legal
- Physical

Programme reach and support

- Wellbeing programmes are accessible to all employees, their families, and household members
- Employees are supported through first-contact intervention models and manager capability building initiatives

Programme effectiveness and impact

- Financial wellbeing programmes contributed to improved employee financial stability
- Mental health support programmes increased awareness and access to support services
- Ongoing monitoring of wellbeing risks enabled targeted interventions

IMPACT

Wellbeing interventions contributed to:

- Improved employee support and resilience
- Increased awareness of wellbeing services
- Strengthened manager capability to respond to employee needs

Labour stability and performance accountability

KEY INSIGHT

Sasol maintained a stable and collaborative labour environment during FY26, supporting consistent business performance and reinforcing a culture of accountability.

PERFORMANCE HIGHLIGHTS

- ~70% of employees globally are affiliated with trade unions or works councils
- Formal engagement structures maintained across all regions:
 - Partnership Forums (Southern Africa)
 - Works Councils (Germany and Italy)
 - Trade union partnerships (Eurasia, North America)

PROGRESS

- Ensured fair and competitive:
 - remuneration
 - benefit structures
- Maintained compliance through:
 - regular policy reviews
 - adherence to legislative requirements
- Reinforced ethical labour practices:
 - no child labour
 - no forced labour
 - commitment to offering a living wage

Performance accountability PROGRESS

- Strengthened performance accountability through:
 - Clearly defined performance expectations
 - Bespoke incentive plans
- Aligned individual and team performance to business priorities

IMPACT

These practices contributed to:

- Sustained labour stability across operations
- Improved consistency in employee performance with no lost working days due to labour action
- Reduced risk to business continuity

Digital HR

KEY INSIGHT

Digital HR initiatives enabled greater efficiency, improved compliance and enhanced employee experience through optimisation of core HR processes and systems.

PERFORMANCE HIGHLIGHTS

- Enhanced employee self-service capabilities
- Streamlined HR processes
- Strengthened payroll and time management solutions
- Improved data quality, reporting and analytics across HR systems

PROGRESS

- Followed a structured roadmap aligned to Group HR priorities and business value drivers
- Targeted specific value realisation opportunities
- Disciplined adoption of digital solutions
- Continuous optimisation and simplification of People processes

IMPACT

- Greater operational efficiency across HR processes
- Improved compliance and governance
- Enhanced employee experience through simplified interactions and digital solutions
- Improved operational cost
- Proactively identify patterns associated with turnover, critical-skill losses and employee engagement enabling key talent management decisions

SOCIAL – LABOUR CONTINUED



Occupational safety and HSI programme

COMMITMENT

Safety remains a core value and Sasol continues to be unwavering in the pursuit of Zero Harm. Safety is a top priority at Sasol to ensure that every Sasol and service provider employee must return home safely every day. To deliver on the safety commitment, Sasol has a Safety, Health and Environment (SHE) policy signed by Sasol's CEO, and endorsed by all leadership in the company.

GROUP APPROACH

The SHE policy is integrated into the execution of practices and ways of working with clear direction through the One Sasol SHE Excellence Approach (OSSEA). The OSSEA key fundamentals are accountable leadership, engaged people, event prevention and continuous improvement.

Sasol's performance is enabled through frontline collaboration between operations, functional support and service provider organisations. As risks are actively managed to prevent incidents while multiple stakeholders actively support the creation of safe working environment.

With a strong focus on promoting care for employees and a safe culture through in-field interaction and visible felt leadership, is further supported by robust

policies, standards, practices and requirements, which are integrated into Operational Excellence business processes and defined ways of working in Service Provider safety management.

To ensure systems are applied, behaviours align with expectations, and risks are actively managed, first-line assurance is provided by frontline workers and supported, where applicable, by second- and third-line assurance through the combined assurance process. A clear leadership assurance cadence is defined across all levels of operational leadership.

Risk focus and continuous improvement are further strengthened through an ongoing, leadership-led process of defining SHE game plans.



Enhancing a safety culture through leadership interventions



* Business Units

SOCIAL – LABOUR CONTINUED

Occupational safety and HSI programme continued

Safety is a Group top priority and risk, which is managed by meeting the requirements in Sasol's enterprise risk management (ERM) framework, embedding the company's HSI Programme and the One Sasol SHE Excellence approach. The focus remains to prevent HSIs and manage the top priorities and Group risk.

► For more information on Group Risks, please refer to pages 21 – 32

Sasol's Humanising Safety efforts are underpinned by two core values: Be Safe and Be Caring. These values reflect the company's commitment to the wellbeing of employees and service providers, a deep understanding of the underlying causes of incidents, and consistently high safety standards, with the goal of ensuring that everyone returns home safely every day.

High risk activities are prioritised and focused upon from a planning, risk verification and assurance perspective, with a concerted effort to prevent HSIs. Through leveraging existing Operational Excellence (OE) and existing safety meetings dialogue and activities to support risk reduction are concluded.

To support leadership's ability, promote a safe culture and to act upon workplace concerns, signs and signals regular behaviour transformation (BT) interventions are applied in the workplace focused on listening strategies to unearth issues of concern to drive barrier removal.

A high number of high risk activities are managed by Service Providers, to support improved risk management on activities an approach of aligning accountabilities and increased ownership from the organisations a bespoke accountabilities model is piloted. Sasol still maintains a critical view through assurance on activities managed by the service providers.

Once proactive themes and trends are identified, corrective actions are managed with greater focus and urgency. This is supported by improved visibility through dashboards, increased awareness, and direct leadership reinforcement of clear, consistent safety expectations.

PROGRAMMES AND PERFORMANCE

Key performance indicator	Target	2026	2025
Fatalities	0	2	1
Hospitalisations	62	40	65
RCR	≤ 0,24	0,21	0,25
LWDCR	≤ 0,12	0,11	0,13

Tragically, two fatalities occurred in FY26 at Secunda Thubelisha Colliery and Power Station East plant, involving a fall of ground and a fall from height, respectively.

Both incidents were investigated in accordance with the HSI protocol. Each high-severity incident, fatality, HSI or potential HSI is subject to a detailed investigation to determine direct and root causes, as well as underlying organisational, workplace, and individual factors.

Corrective actions are identified, implemented, tracked, and verified through established assurance processes, including interventions across climate and culture, engineering controls, and behaviour-based improvements.

The number of hospitalisations decreased from 65 to 40 on the efforts of understanding high severity incidents and improving the hierarchy of control. A number of these hospitalisations were precautionary or for less severe treatment, and the overall severity profile of hospital injuries improved, with fewer higher-consequence cases recorded. Also note that hospitalisation figures now exclude individuals admitted solely for observation.

Leadership assurance and a sustained focus on critical control effectiveness and behavioural drivers have enabled the RCR to reduce from 0,25 to 0,21.

While the LWDCR decreased slightly to 0,11 from 0,13 this trend reflects heightened visibility and management of lower-severity injuries, supporting the effectiveness of the HSI Programme and continued strengthening of the hierarchy of controls for high-risk activities.

High Severity Incident Prevention Programme

The HSI Prevention Programme is applied across the Sasol Group, in FY26 a refined HSI Standard has been defined which further supports the programme as it sets the minimum, group wide requirements to prevent incidents with the potential for severe or catastrophic harm across all Sasol Operations.

It provides a single, consistent framework, replacing all previous HSI-related standards and toolkits, aligned with the One Sasol SHE Excellence approach and ISO 9001, 14001 and 45001 Standards.

The standard is enabled through five integrated enablers: Leadership Direction; HSI Risk Exposure Awareness and Management; Operational Control; Data-driven Intelligence and Action Orientation;

and Measurement of Effectiveness.

These enablers embed HSI prevention into daily operations through leadership routines, operational controls, structured supervision, and clear accountability at all levels.

The standard is applied through Sasol's Operations Rhythm and Assurance (ORA), using risk profiles, critical control verification, and leading and lagging indicators to guide assurance and intervention.

By integrating risk intelligence, disciplined execution and visible leadership, the standard shifts HSI prevention from compliance to "the way we work," supporting Sasol's journey to sustainable Zero Harm.

FY27 FOCUS

Sasol will **advance its Zero Harm philosophy by embedding the HSI prevention standard, strengthening accountability for service providers, and prioritising high risk work categories**. The focus on business sustainability, operational stability, and continual improvement will be supported by leadership assurance frameworks and the adoption of new safety technologies, ensuring resilient operations and safeguarding all who contribute to the company's success.

* A Category 1 LWDC is an injury where the injury sustained has a low probability of a fatal or life-altering outcome. A Category 2 LWDC is an injury where the outcome of the injury is variable and influenced by other comorbid factors. A Category 3 LWDC is an injury where the injury sustained has a high probability of a fatal or life-altering outcome.

SOCIAL – LABOUR CONTINUED



Occupational health

COMMITMENT

Occupational health **is positioned as a strategic enabler of safe, lawful, and productive operations**. Sasol's commitment extends beyond regulatory compliance to the proactive prevention of occupational disease, the strengthening of mental health and employee wellbeing, and the advancement of digital and analytical capability to support evidence-based decision making.

GROUP APPROACH

Effective occupational health management reduces operational risk, protects human capital, and enhances productivity. By preventing occupational disease, minimising exposure-related incidents, managing incapacity effectively, and enabling safe and sustainable return to work outcomes, the occupational health function directly supports business continuity, cost containment, and workforce sustainability.

Data-driven health intelligence, supported by balanced leading and lagging indicators and integrated assurance mechanisms, enables early risk detection and targeted intervention. This reduces long-term liabilities and supports sustainable value creation for shareholders.

Continuous improvement and assurance

Continuous improvement is driven through integrated performance monitoring, robust health intelligence through the systematic collection, analysis and interpretation of occupational health data, and structured assurance aligned to Sasol's Combined Assurance Model. Internal, second party, and third party audits assess both the design adequacy and operational effectiveness of occupational health risk controls.

Audit outcomes, exposure trends, clinical insights, and incident data inform the prioritisation of corrective actions, optimisation of controls, and strengthening of system resilience. This disciplined assurance approach supports sustained regulatory compliance, proactive risk management, and long term workforce health outcomes.

Delivery model and operating framework

The occupational health delivery model is implemented through **six integrated pillars**:

- Occupational medicine**
Provides prevention, early detection, and management of occupational, work aggravated, and lifestyle-related conditions through medical surveillance, primary healthcare services, injury on duty management, and structured rehabilitation and return to work programmes.
- Occupational hygiene**
Identifies, evaluates, and controls workplace health hazards through systematic exposure assessment, monitoring, and advice on engineering and administrative controls to prevent occupational disease.
- Integration with employee wellbeing**
Ensures alignment between occupational health, mental health, psychosocial risk management, and broader wellbeing initiatives to strengthen workforce resilience, performance, and sustainability.
- Environmental health**
Assesses and communicates the health impacts of operations on surrounding communities, supporting regulatory compliance, responsible environmental stewardship, and social licence to operate.
- Service provider health delivery**
Ensures that service providers deliver health services aligned to Sasol standards, strengthening consistency, compliance, and health risk management across the extended workforce.
- Medical emergency response**
Provides a coordinated and standardised framework for medical emergency preparedness, capability development, drills, and rapid response to protect life and minimise harm during critical incidents.

PROGRAMMES AND PERFORMANCE

During the reporting period, the business reviewed and refined the occupational health strategy and delivery model to strengthen organisational resilience and long-term value creation, ensuring a consistent, disciplined, and future-fit occupational health foundation. This was achieved by:

- **Enabling a more efficient organisation** through standardised health services, clear role definition, consistent operating standards, and improved performance visibility across operations
- **Supporting a resilient Southern Africa portfolio** by applying a risk-based approach to exposure management, disease prevention, fatigue risk control, and medical emergency preparedness, grounded in local regulatory requirements

Unlocking potential in International Chemicals by embedding robust health governance, assurance mechanisms, and alignment with global good practice to support scalable and compliant operations across geographies.

The overall occupational disease incident rate for FY26 was 0,059, a marginal improvement from 0,060 in FY25. A continued reduction in irreversible occupational diseases was observed during FY26. Cases of noise-induced hearing loss and irreversible occupational lung diseases associated with historical dust exposure in Sasol Mining demonstrated a favourable downward trend. This positive performance reflects the sustained implementation of health risk management programmes and targeted exposure control measures. However, the latency between exposure to occupational health hazards and disease manifestation remains a challenge when interpreting year-on-year performance as current cases may elate to historical exposure. Continued improvement in engineering controls, administrative controls, and the effective use of personal protective equipment, is expected to support further reductions in occupational disease incidence over time.

Sasol Mining's health improvement initiatives continue to yield promising results. The installation of real-time monitoring systems on al continuous miners, integrated with cutter drum interlocks and a robotic matrix warning system, has strengthened the proactive management of dust exposure risks. These controls enable early identification of deteriorating atmospheric

conditions, timely withdrawal of equipment from potentially hazardous environments to verify and correct dust suppression controls enabling intervention before occupational exposure limits are exceeded. Employees are also encouraged and empowered to stop work and withdraw from areas where unhealthy atmospheric conditions are identified. Together, these measures demonstrate Sasol Mining's commitment to exposure reduction, and of employees' health protection.

The hearing conservation programme continues to be aligned with industry best practice and focuses on identifying early hearing threshold shifts associated with workplace noise exposure before occupational disease reporting thresholds are reached. Where early hearing changes are detected, investigations are conducted to verify the effectiveness of existing controls and determining contributing factors. Corrective actions may include inspection and verification of hearing protection devices, reassessment of workplace noise exposures, temporary reassignment from high-noise areas, and targeted employee awareness interventions. These proactive interventions support the prevention of permanent hearing impairment and contribute to the continued reduction in reportable noise-induced hearing loss cases.

SOCIAL – LABOUR CONTINUED



Process safety

COMMITMENT

Sasol's commitment is to ensure that the business **maintains reliable, safe, and sustainable operations.**

GROUP APPROACH

Sasol has a structured Process Safety Management (PSM) framework designed to systematically identify, assess, and control major hazard risks across the asset lifecycle. This framework integrates engineering design, operational discipline, maintenance integrity, and organisational capability.

The approach to process safety is bolstered by strong governance, clear accountability, and alignment with recognised international standards and regulatory requirements. Clear accountability for process safety is embedded at all levels of the organisation. The Sasol leadership provides oversight of process safety performance to ensure that Key Undesirable Events are identified, understood, and controlled.



Process safety performance is achieved through an integrated and collaborative approach between frontline operations and support functions. Numerous stakeholders actively play an integral part in ensuring production units and equipment are operated safely, maintained appropriately, and task execution by service providers conforms to a high quality of workmanship. Process safety is monitored through a combination of leading and lagging indicators aligned with recognised industry practice. These indicators provide insight into the health of safety barriers, activations of safety systems, confirmation of operational discipline, and the robustness of asset integrity controls and overall management systems. Independent verification including, first, second and third levels of assurances are conducted to assess compliance with standards and processes to identify opportunities for improvement.

The process safety incidents reported consist of major and significant incidents.

PROGRAMMES AND PERFORMANCE

Key performance	Target	2026	2025
Fires, explosions and release severity rate (FER-SR)	5,0	4,2	5,5
Major and significant process safety incidents	≤17	9	21

FY26 process safety performance results show a significant improvement in the number of major and significant incidents, from 21 to 9. The FER-SR improved from 5,5 to 4,2 due to a decrease in the number of incidents which was expected due to the SO shutdown not occurring in FY26. There were no major process safety incidents and fatalities caused by process safety incidents.

Process safety events are classified as follows:

- Major
- Significant
- Moderate
- Minor
- Near misses

As part of the continued effort to ensure improvement in process safety, Sasol conducted an independent third-party risk-based process safety assessment across the organisation. The purpose of this PSM Diagnostic assessment was to understand, the Process Safety Culture, effectiveness of the Process Safety Management system and effectiveness of the controls to manage and mitigate risk exposure.

Opportunities for improvement were identified during this assessment, and improvement action plans have been put in place.

To enable continuous improvement, PSM priorities include:

- Digitalisation of key processes
- Implementation of improvement action plans from the assurances and third-party assessment
- Lesson learned from previous incidents
- Performance monitoring and reviews
- Leadership and frontline personnel training
- Assurance activities conducted throughout the leadership spine

SOCIAL – LABOUR CONTINUED



Enduring operations

COMMITMENT

Sasol is committed to **achieving world class operations (WCO)** through an embedded operational excellence culture.

GROUP APPROACH

Applying the principles of Transparency, Inspection and Adaptation as an integrated part of the business rhythm remains the foundation of Sasol's approach to continuous improvement.

PROGRAMMES AND PERFORMANCE

Operations remain focused on the improvement of performance on multiple levels, from safety to production volumes and cost efficiency, aligned with the core principles of Sasol's Strategy "Strengthen Our Foundation."

Building on the momentum achieved in the business turnaround programme, focus was expanded to include larger value chain integration and collaboration through the Southern African business restoration programme to achieve a US\$50/bbl oil breakeven by FY28. Sasol's International Chemicals reset strategy is also aimed at improving competitiveness to unlock value. [For more detail refer to page 41](#)

FY26 OUTCOMES

Good progress has been made against Capital Markets Day (CMD) commitments with a positive outlook for **achieving the FY28 targets**.

The external benchmarking programme for operational units continued throughout the financial year to identify performance gaps relative to external peers. The resulting insights were translated into targeted opportunities, which were incorporated into and used to strengthen Sasol's improvement plans.

A Mechanical Integrity Technical Authority (MITA) has been implemented within operations to provide a deliberate and focused strategic approach to preserve mechanical equipment integrity, by pooling and scaling mechanical technical engineering expertise across operations.

Three main themes underpin digital transformation in support of operations.

- 1 DIGITAL CAPABILITIES** in certain areas are highly mature, most notably with respect to integrating scientific principles with machine learning to yield physics-informed artificial intelligence (AI) solutions and stochastic simulations, as well as using low-code platforms to automate business processes and metrics reporting. The infrastructure to connect workers remotely to their data (mobile managed private network, mobile device supply-and-support contract, platform integration) has been implemented. New capabilities are continuously being developed, with the current focus on learning how to combine off-the-shelf large language models (LLM's) or natural language processors (NLP's) with in-house built reasoning algorithms to ensure robust AI solutions that can be deployed on symbolic information (text, codes, etc.). The use of low-cost wireless plant instrumentation to provide process data for monitoring and data analytics purposes is also being explored.
- 2 DIGITAL CAPACITY** is expanding via the principle of "scaling digitalisation through people". From 2026 onwards, a number of technical engineers will graduate with a Master's degree in data analytics that has been tailored specifically for the chemical industry. This will considerably increase the capacity to build physics-informed AI models and digital twins. A broad audience is being upskilled in the use of low-code platforms to automate business processes. The latter relies mainly on "learning-by-doing" where actual business solutions are developed under the supervision of skilled digital practitioners.
- 3 DIGITAL VALUE** delivery is now evident across multiple initiatives. Digital interventions to support improvement programmes in the coal value chain and with respect to gasifier maintenance have assisted with the substantial increases in gas production volumes at the Secunda plant. Digitalisation support has also become crucial for a variety of projects that ensure Operations' licence-to-operate. Digital enablement of the Operations Core Processes is accelerating, while the connected worker infrastructure has already started enabling the digitalisation of work processes such as paperless job cards and electronic job confirmations.

SOCIAL – COMMUNITY

Sasol in society

COMMITMENT

Sasol has **enhanced its social impact to strengthen its resolve and strategic intent** to be a catalyst for change. As a responsible corporate citizen, the company invests in initiatives that enhance economic participation, contribute to sustainable growth, and improve quality of life within its operating geographies and local communities. Sasol remains committed to being an agent for positive socio-economic change.

GROUP APPROACH

Sasol's group strategic approach is evidence-led, informed by stakeholder engagement and data-supported priorities. By aligning the company's corporate intent to national imperatives and vision, Sasol ensures its footprint delivers sustainable socio-economic outcomes for its business and stakeholders globally.

Core principles

- **Impact:** Delivering measurable, catalytic socio-economic benefits that enable community self-reliance
- **Relevance:** Meticulously understanding and responding to the diverse expectations of Sasol's stakeholders within their specific local contexts
- **Shared value:** Proactively partnering across the value chain to cultivate responsible practices and industrial economic growth, ensuring local communities prosper alongside Sasol Operations

Sasol implements its programmes through a **streamlined model of impactful and responsive initiatives** which categorise as focus areas.



FOCUS AREAS	OUTCOMES	LEVERS
Enhance access to quality education through the Sasol Foundation	To be a transformational pathfinder in education fuelling the growth of human potential in the fields of engineering, science, technology and mathematics.	• Early childhood education • Science, Technology, Engineering and Mathematics (STEM) in schools education • Technical education • Tertiary education • Psychosocial support
Bridge to Work skills programmes	Access to training that reduces critical skills gap and prepares communities for sustainable businesses that are growing and thriving.	• Access to work and portable skills. • Technical and Vocational Education and Training (TVET) to work transition programmes which include: - Training of unemployed people aligned with economic activity - Small business development and support - Business starter packs and mentorship
Community health	Sasol contributes to health and wellness programmes for healthier communities who will be productive and contribute positively to society.	• Quality community healthcare through local facilities
Community infrastructure	Sasol invests in infrastructure development to improve the lives of the surrounding communities.	• Resilient local service infrastructure
Environment project programmes	Improve communities' quality of life.	• Community awareness and education • Community waste management education involvement in offset project
Development sponsorships	Increase access to arts, women's and disability sport development to enhance diversity and inclusion as a human right.	• Local sporting development in local communities • Banyana Banyana • Wheelchair basketball • Sasol New Signatures
Economic transformation and local content	Enabling economic inclusion opportunities for small businesses to contribute to economic growth.	• Small business development support and mentorship • Incubation • Funding
Sasol for Good	Mobilise employees to be a force for good, actively changing the lives of surrounding communities through their skills and other resources.	• Skilled volunteering, employee giving • Non-governmental organisations (NGOs) capacity building • Community support and philanthropy • Community development

SOCIAL – COMMUNITY CONTINUED

Sasol in society continued

QUALITY EDUCATION

Sasol recognises the role of education in poverty reduction and preparing young people to participate in the economic growth and development of the countries where Sasol operates. These are the key strategic drivers for Sasol's investments in education:

Early learning, school and educator support, technical and vocational education and training (TVET), tertiary education and research to strengthen the Science, Technology, Engineering, and Mathematics (STEM) pipeline and improve learning outcomes

South Africa

In FY26, Sasol's education portfolio continued to strengthen early learning and STEM pathways.

Early learning (ECD):

The Affordable Gold Standard (AGS) model is a flagship initiative designed to lay the foundational STEM competencies:

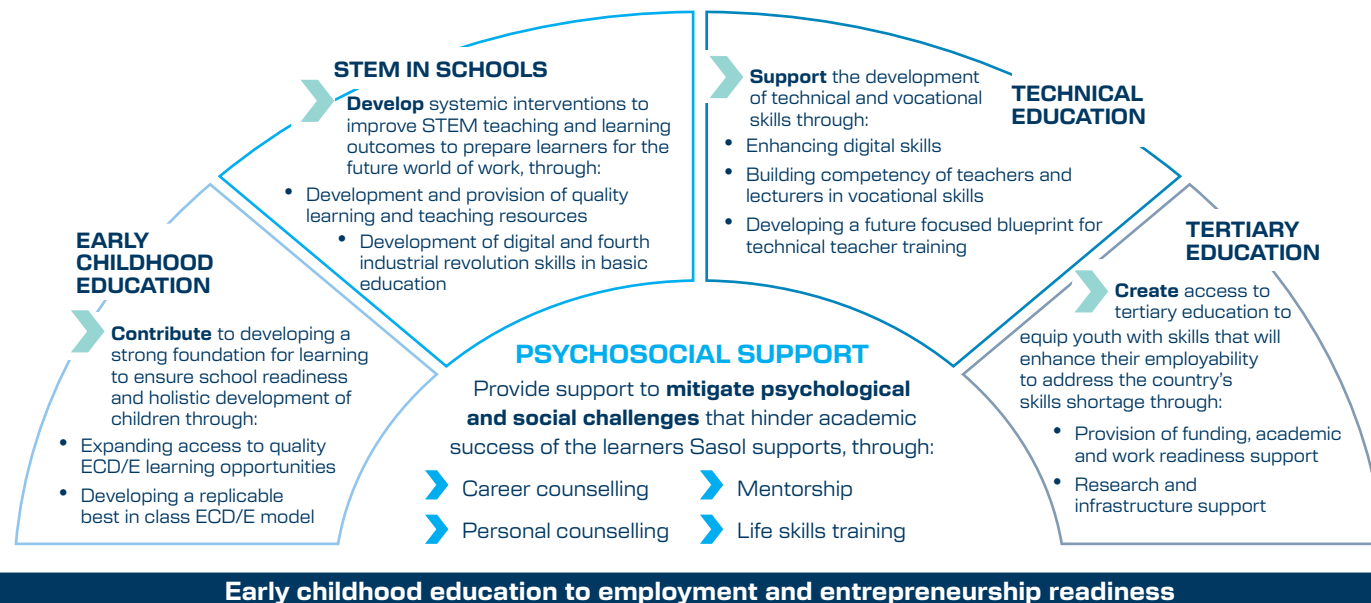
- Stage 2 design for the AGS infrastructure in Sasolburg and Secunda is nearing completion. In addition, the University of Pretoria has finalised the STEM-based curriculum, which is undergoing language adaptation to improve accessibility for practitioners and support school readiness
- ECD centre support and practitioner development continued across local communities, including National Qualifications Framework (NQF)-aligned training and quality assurance processes
- Early learning reach: 17 367 children and 772 practitioners reached in participating provinces

STEM National Programmes:

- The Department of Basic Education (DBE) Cloud serves as Sasol's primary digital learning ecosystem. To date, the platform recorded 160 000 accesses, with over 11 500 registered users engaging in 661 courses
- To complement digital reach with practical experience, Sasol's Mobile Science Laboratories assisted about 575 schools nationally, reaching over 39 161 learners
- 146 Grade 8 learners from eight schools participated in the Sasol Girls in STEM Hackathon, to mark the International Day of the Girl Child. The aim of the Hackathon is to introduce Grade eight girls to the worlds of coding and digital innovation

Technical Education

Sasol is accelerating the transformation of TVET colleges into centres of excellence. A major milestone for FY26 is the official handover of the Gert Sibande 4th Industrial Revolution and cybersecurity laboratory which will assist the youth with digitising technical outputs.



IMPACT

- This facility will provide hands-on training in welding robotics and data science
- Eight provinces participated in the Sasol National Skills Competition, with over 566 schools attending and 17 000 learners entering the competition in order to showcase their talent in technical skills

Impact

TERTIARY AND RESEARCH:

Sasol continued its bursary, internship and research support programmes to develop scarce skills and strengthen graduate employability.

- Sasol supported 136 undergraduate and 150 postgraduate students in FY26

Mozambique

- In FY26 Mozambique, education delivery included the handover of the Mangarelane classroom block in Inhassoro District
- Construction of Chitotso Secondary School advanced, including classroom blocks and supporting infrastructure set to benefit 1 200 students (Inhassoro District)
- Tuition fees were disbursed for ten scholarship students studying in Malaysia and 49 master's students at Eduardo Mondlane University (UEM)

- The UEM Master's Programme continues to deliver meaningful impact, with 82 graduates to date, including 56 scholarship recipients, contributing to the development of highly skilled professionals in Mozambique

Qatar

- Through long-term strategic partnerships with leading education and research institutions, Sasol Qatar is creating a sustainable platform that strengthens STEM education, innovation, and workforce development, contributing to Qatar's future scientific and technical talent pipeline

International Chemicals

- US:** The Sasol Scholars Programme awarded 10 scholarships to local high school students pursuing secondary education. The Sasol Endowed Scholarship Fund in Honor of Mninwa Johannes Mahlangu at Southern University and A and M College awarded four scholarships for the 2025 – 2026 school year
- Italy:** Sasol's support enabled 20 community members to attend Dynamo Camp, which provides free recreational therapy for children and adolescents with serious illnesses
- Germany:** Sasol's "Azubium" career and apprenticeship event gave over 200 young people and their parents first-hand insight into technology, chemistry and future industry careers

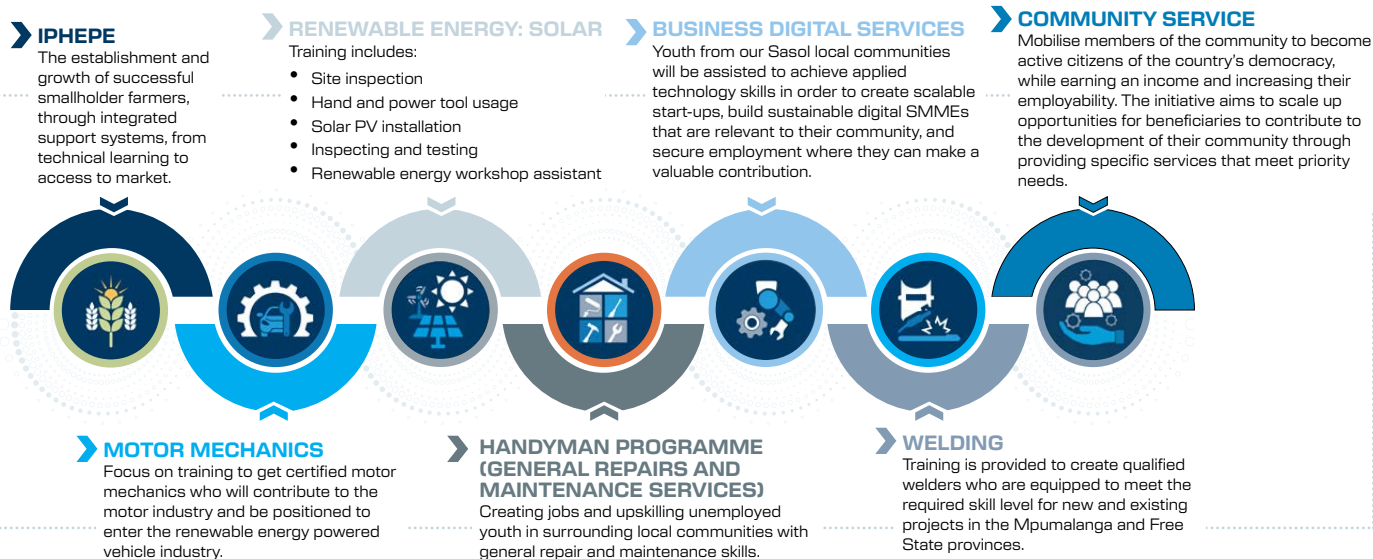
SOCIAL – COMMUNITY CONTINUED

Sasol in society continued

BRIDGE TO WORK (BTW)

Skills development plays a pivotal role in creating sustainable livelihoods and driving both the formal and informal economies globally. Targeted interventions provide youth with core skills, technical, vocational and work readiness training enabling them to become self-sustainable and positive contributors to local and national economies. The BTW programme focuses on the following areas:

Key focus areas



IMPACT

South Africa

In FY26, the BTW programme has successfully delivered accredited skills development training to 1 233 beneficiaries across high-demand sectors.

Key achievements include:

- **Artisan Development and Employment Creation:** In FY26, two Motor Mechanics and 17 Welding artisans have successfully completed their training and 10 secured permanent employment opportunities. The first cohort in the Welding Apprenticeship is currently undergoing workplace training at the Secunda Plant
- **The Handyman programme supported:** 18 SMMEs, sustaining 101 jobs and creating 46 new jobs
- **Agricultural Incubation and Commercialisation Support:** Through the Sasol Iphepe Farmer Development Programme, 311 farmers are currently being incubated and supported toward sustainable agricultural enterprise development, creating an additional 139 jobs with 48 hectares under production. Of these, 29 farmers are either commercial-ready or nearing commercialisation, while the remaining participants continue to receive targeted support to improve their market readiness and productivity.

SMME Development and Economic Participation:

The programme has supported 20 SMMEs, resulting in the creation of 24 new jobs

- **Overall Socio-Economic Impact:** R92 million has been invested through the BTW programme, supporting 1 233 beneficiaries

Key impact stories

- **Asset management:** An 80-hectare, 5-year municipal land lease was facilitated for Manqoba Mokoena Municipality, enabling the transition from subsistence to commercial scale
- **Retail integration:** Local spinach farmers successfully accessed retail channels, with produce now accepted by Boxer and Pick n Pay in Ermelo, Mpumalanga

Mozambique

- As part of the strategic intention to promote alternatives to formal employment, Sasol donated 12 irrigation systems, under the Local Development Agreements (LDAs). These initiatives benefitted 360 households across the districts of Inhassoro and Govuro, supporting vegetable production, improving food security and generating income

- 5 Communities in Govuro benefitted from the goat breeding programme, implemented under the LDAs as small-scale, stand-alone project improving the livelihoods of community members who are now actively engaged in this activity
- The first phase of the AMASUA Horticulture Project was successfully completed, benefitting 35 households, including small-scale farmers, young graduates, and families. The initiative strengthened food security, enhanced agricultural skills, and created sustainable livelihood opportunities, contributing to greater economic resilience within local communities

North America

- Sasol is one of the largest corporate supporters of the Louisiana Small Business Development Center at McNeese State University. Through Sasol's support, small business owners and entrepreneurs are able to access no-cost, one-on-one confidential counselling, market research, and business training
- In FY26, the centre trained 490 clients through 56 training sessions, enabled 37 business starts, and created 151 new jobs

SOCIAL – COMMUNITY CONTINUED

Sasol in society continued

COMMUNITY HEALTH PROGRAMMES

Sasol's community health programmes focus on improving both the physical health and mental wellbeing of surrounding communities. Sasol understands that physical and mental health is important for society to thrive. This is the reason Sasol implements programmes that contribute to the psychosocial wellness of its communities.



IMPACT

- Through the Sasol Gender-Based Violence and Femicide (GBVF) mobile clinic, 1 450 psychosocial support interventions to victims in Gauteng and KwaZulu-Natal were supported. This initiative focuses on providing critical GBVF outreach services, including counselling, awareness campaigns and educational programmes to communities affected by GBVF
- Sasol, in partnership with Corridor Empowerment Project (CEP), officially launched the N17 Truck Stop on 7 November 2025. The facility provides essential health and wellness services designed to support truck drivers
- Oral Health Programme has reached over 6 000 learners across schools in the Sasolburg area providing oral health education, dental screening and referrals for learners. Approximately 1 000 learners have been referred for further dental assessment and treatment
- The psychosocial support programme aims at deploying qualified and unemployed social work graduates to assist with dealing with the wellness issues in local communities. This programme is estimated to reach 50 000 individuals annually in Sasolburg, Secunda



SOCIAL – COMMUNITY CONTINUED

Sasol in society continued

COMMUNITY SERVICE INFRASTRUCTURE

Access to quality service infrastructure supports safe and dignified living. Service-delivery constraints affect wellbeing and create risks for long-term local resilience. Sasol plays a supporting and collaborative role with government and other stakeholders to strengthen essential services enabling an environment in which communities and businesses can thrive.



IMPACT

South Africa

- Critical road maintenance and repairs of four key roads in and around Sasolburg and Zamdela to improve safety for motorists and commuters benefitting over 160 000 beneficiaries
- The Satellite Emergency Medical Services (EMS) facility was upgraded to support emergencies reported in Deneysville and Oranjeville benefitting over 24 000 beneficiaries
- Sasol has installed solar backup energy systems at 11 of 13 targeted public clinics and emergency centres to help ensure uninterrupted healthcare delivery for 100 000 people annually
- Installation of borehole systems at five healthcare facilities in the Fezile Dabi District through the drilling and equipping for four boreholes and one backup water system at Parys Hospital
- Phase one of the GMM Emergency Water Project was completed by removing leaking valves to help restore water supply to households and businesses

- Through the Secunda Stadium Chair replacement Project, 2 515 stadium chairs were upgraded, enhancing the quality, safety and accessibility of a key public recreational facility on the Govan Mbeki Municipality. The project reflects Sasol's ongoing commitment to strengthening community infrastructure and supporting inclusive sporting and community activities

Mozambique

- The construction of the Chipongo refrigeration system has been completed which will promote local economic development by enabling the trade of fresh products over extended periods, benefitting both farmers and consumers
- The Maluvane water supply system reached 98% completion, while the upgrade of Mangungumete Health Centre into the Inhassoro District Hospital reached 85% completion
- Doane and Pande centres is 50% complete and will serve 26 000 people

- Through the Mozambique Access to Electricity Programme, approximately 1 500 solar kits were delivered to 13 communities and two mini solar grids were completed and handed over to communities

Qatar

- Sasol Qatar enhanced inclusion and accessibility for persons with disabilities by supporting digital accessibility platforms and Ability Friendly programmes that promote independent living, community participation, and inclusive sporting opportunities

SOCIAL – COMMUNITY CONTINUED

Sasol in society continued

ENVIRONMENT AND BIODIVERSITY

The environmental strategy has **evolved and expanded from clean-up activities to an integrated waste management solution**, driving sustainable transformation. This approach prioritises waste-to-wealth initiatives that align Sasol's environmental stewardship with national conservation goals.

Sasol's sustainable environment programmes **aim to reduce waste in the surrounding communities** and use the integrated value chain to recycle materials, converting waste into real value. The programme includes environmental education, tree planting, street clean-ups, waste collection and recycling in Sasol's operational areas.

IMPACT

South Africa

Following the 2024 baseline study, Sasol developed an integrated waste management solution to strengthen the full waste-management value chain and improve environmental outcomes. Key achievements in FY26 included:

- Planting more than 120 trees and the key achievement of the programme was its extensive reach, engaging approximately 85% of the Govan Mbeki Municipality population
- The Zonda Insila Programme (ZIP) in Mpumalanga was implemented to upskill waste pickers and divert waste from landfill areas, enhancing community capacity in waste management
- Sasol employees and community members continue to volunteer their time to sort waste received from community members and households

Qatar

- Sasol Qatar continued to support environmental awareness and biodiversity education through the maintenance and stewardship of the Qatar e-Nature platform, which remains a key national digital resource for environmental knowledge and engagement. During FY26, engagements progressed towards the structured transfer of the platform to the Friends of the Environment Centre under the Ministry of Environment and Climate Change, ensuring long-term sustainability and local ownership while preserving its educational legacy
- In parallel, the formal transfer of the flagship Qatar e-Nature platform to the Friends of the Environment Centre, under the auspices of Qatar's Ministry of Environment and Climate Change, was completed. The transition empowers national stakeholders to continue expanding environmental education, enabling the refocusing of Sasol's CSR priorities towards accessibility, STEM outreach, and digital inclusion

Italy and Germany

- The "Bee Project" to protect local biodiversity is still ongoing. Sasol's Augusta installed three additional apiaries in early 2026 underscoring Sasol's commitment to highlighting the key role of bees in the ecosystem
- In Germany, the Brunsbüttel site established its apiaries in mid-2025 and is now planning the sowing of flower meadows to enhance the local ecosystem

North America

- Sasol's Nature in Focus is a series of family-friendly events organised in partnership with the City of Lake Charles. The initiative aims to promote outdoor activities, education and community engagement. In FY26, more than 200 community members attended events where they learned about wildlife and their natural habitats as well as species unique to Southwest Louisiana



SOCIAL – COMMUNITY CONTINUED

Sasol in society continued

SASOL FOR GOOD

The Sasol for Good programme has four elements

- 1 **Employee giving** – employees give time or money to causes, allowing them to be advocates for community issues and empowering beneficiaries
- 2 **Non-profit organisations (NPOs) support** – investment in NPO capacity-building and to community-based organisations
- 3 **Philanthropy activities linked to local communities** – Sasol donates to small community based organisations contributing to programmes that uplift their communities
- 4 **Community development** – various community development initiatives are implemented, including the Cancer Association of South Africa (CANSA) Shavathon, school shoes drive, festive drive and more. These programmes assist our local communities and are often done in collaboration with our employees, franchisees and other local stakeholders and partners

IMPACT

Employees are encouraged to get involved in their communities by volunteering their time, skills and resources through company and employee initiated social development causes. Through 'Sasol for Good', employees are given 40 hours of paid leave per annum in which to volunteer. This empowers local communities and co-creates sustainable livelihoods by leveraging the considerable, diverse abilities and expertise of Sasol employees as volunteers.

South Africa

- **Mandela Day:** 1 041 Sasol volunteers packed 4 373 food relief boxes for 120 organisations across South Africa, responding to critical food security gaps
- In FY26, employees contributed more than R700 000 with Sasol matching contributions with over R600 000. The money raised enabled more than 100 NPOs in education, health, poverty alleviation and disaster response to expand their services, directly benefitting more than 10 000 individuals
- **Payroll Giving:** Between July 2025 and May 2026, employees contributed over R190 000 and Sasol matched over R150 000, benefitting over 10 organisations

North America

- More than 80 Sasol employees conducted STEM demonstrations reaching approximately 2 100 Calcasieu Parish elementary and middle school students. These experiments educated students on the science behind what is produced at Sasol's Lake Charles Chemical Complex as well as consumer end-use products.

China: Handicraft Club with Team Sasol in China

- As the traditional Chinese solar term 'Chu Shu' marked the end of the hot and humid season, Sasol China's Handicraft Club, in partnership with Amity Foundation, hosted a cultural heritage event at Haolaiwu Senior Home. The event featured an

intergenerational tie-dyeing workshop that brought together elderly residents, Sasol employees, and their families to celebrate and preserve traditional Chinese craftsmanship. Parents, children, and seniors worked side by side to create tie-dyed fabrics, promoting cultural exchange, community connection, and mutual respect. The initiative also highlighted the importance of caring for the elderly and preserving cultural heritage, values deeply rooted in Chinese tradition. Event organiser Qin Zhang noted that the activity aimed to strengthen community bonds while raising awareness about the significance of supporting older generations and keeping traditional crafts alive for the future



SOCIAL – COMMUNITY CONTINUED

Sasol in society continued

DEVELOPMENT SPONSORSHIP

- Sasol continues to **invest in women's sports development and wheelchair basketball**, while continuing with its sponsorship of the South African national women's football team Banyana Banyana
- Sasol invested in **local stadiums and amateur teams** and continue to assist by improving sports infrastructure, acquiring sport kits, and building the capacity of local sporting codes



Women's football – South African Football Association (SAFA)

Sasol has been a leading supporter of women's football in South Africa for many years and its longstanding partnership with the South African Football Association (SAFA) remains grounded in a shared commitment to advancing women's football and investing in its full potential. Central to this commitment is the mission to empower young women.

Sasol Banyana Banyana

During the reporting period, Sasol continued its longstanding partnership with Banyana Banyana, reaffirming its commitment to the growth of women's football in South Africa through the renewal of its sponsorship for a further four-year cycle, 2025 – 2029. The renewed partnership reinforces Sasol's role in advancing gender equality in sport, developing women athletes and strengthening the global competitiveness of The Senior National Women's Team.

The team's participation across international competitions and friendly matches continued to strengthen squad depth, elevate performance standards and enhance South Africa's presence in women's football on the African continent and internationally.

Sasol's partnership with Banyana Banyana supported the team's preparations for WAFCON 2026, following their successful qualification, after defeating the Democratic Republic of Congo over two legs. As part of their preparation programme, Banyana Banyana played international friendlies against Morocco in November and December 2025, Algeria in April 2026 and Japan in June 2026, providing valuable international competition ahead of the tournament.

Wheelchair basketball

Sasol's collaborative partnership with Wheelchair Basketball South Africa is dedicated to developing high-performance athletes by empowering differently abled individuals to represent South Africa, globally.

IMPACT

The sponsorship further underscores Sasol's commitment to driving inclusivity for a better, more inclusive sporting world.

During the year, South African men's and women's teams competed at the inaugural IWBF 3x3 Open World Championships in Sun City in August 2025, the first IWBF World Championship hosted on African soil. In March 2026, the senior men's team secured qualification for the 2026 Commonwealth Games 3x3 wheelchair basketball competition, while both senior national teams competed at the 2026 IWBF Africa Championships in Luanda, Angola, where the men's and women's teams both finished as African Championship runners-up.

In addition, the Sasol #LiveTheImpossible tournament served as a key platform for talent identification and selection of Senior Men's and Women's National Teams, elevating performance standards and maintaining South Africa's competitive edge on the African continent.

Sasolburg marathon

The marathon reached a record-breaking turnout of 3 600 athletes in 2026, stimulating the local economy and promoting community cohesion.

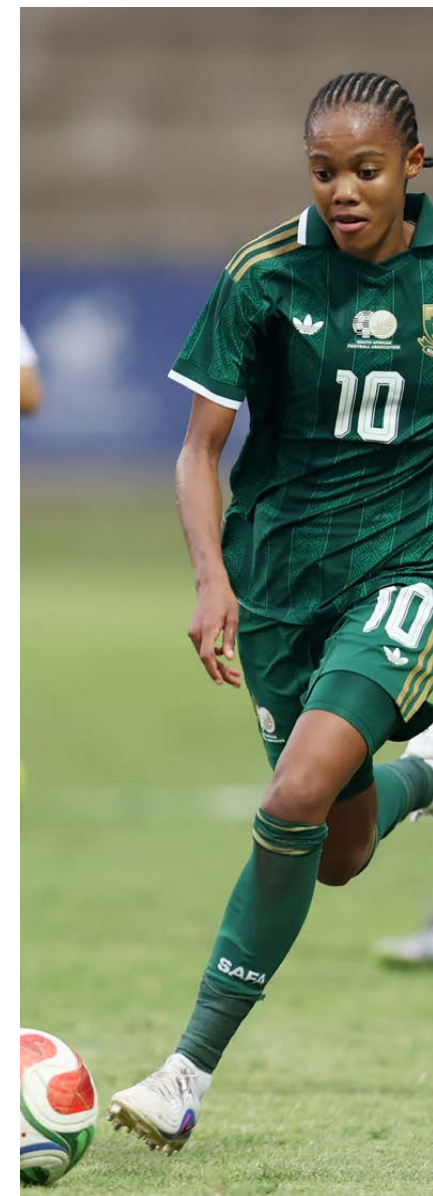
Mozambique

Three community soccer fields were completed and handed over in Mozambique, two in Govuro and one in Inhassoro District. Construction of a multi-sports complex in Govuro is underway, expanding access to recreational infrastructure, promoting youth participation in sport and strengthening community wellbeing.

Building credibility through performance

Sasol remains committed to building shared value through focused socio-economic investments. As 2026 marks the company's 76th year, Sasol reflects on its evolution as pioneers, to a global business, focused on resilient communities and long-term sustainability. Sasol continues to prioritise its local communities, so that as the company grows, society can also prosper.

For more information visit website: www.sasol.com



SOCIAL – COMMUNITY CONTINUED

Sustainable procurement

COMMITMENT

Sasol is **committed to the sustainable supply and delivery of goods, services and products** thereby maximising shared value. Through mutually beneficial relationships with its supply chain stakeholders, Sasol endeavours to understand, translate and proactively deliver on commitments, on time and at the required demand quality and price. The organisation committed to developing local communities and prioritising local procurement.

GROUP APPROACH

Sasol actively advocates for compliance with laws, international codes of conduct, human and environmental rights, both within its own business and along its value chains. The goal is to achieve competitive prices through professional procurement, establish stable and reliable supply chains, and at the same time meet ethical and environmental standards. Sasol holds its suppliers to the same standards that it sets for itself. The approach taken towards economic growth entails embracing principles of sustainability through socially and environmentally responsible procurement practices. It also includes fostering local community participation; finding opportunities for local manufacturing; and targeting preferential procurement with historically disadvantaged groups. Sound principles and governance processes underpin this integrated approach.

TARGETED INTERVENTIONS

Renewable and bio-feedstocks

Sasol has achieved **first in Africa sustainability product certification**, which covers the utilisation of used cooking oil and vegetable oil as feedstock to produce aviation fuel and renewable diesel.

➤ For more information see page 62 and 64.

Sasol produces a select portfolio of products derived from sustainably sourced raw materials, including palm and coconut oil derivatives. As a long standing member of the Roundtable on Sustainable Palm Oil (RSPO), Sasol maintains RSPO Mass Balance certifications across all relevant production sites, ensuring traceability and responsible sourcing throughout the supply chain.

Renewable electricity procurement

International Chemicals is progressing its transition to renewable electricity across major sites, targeting an additional 160 – 170 ktpa in Scope 2 emissions reductions to date.

- **South Africa:** has concluded eleven PPAs (Seven in partnership with Air Liquide) for ~1,37GW renewable electricity, with approximately 1,2GW to be wheeled to the Sasol South African Operations and the remainder to external customers
- **Europe:** At the German facilities, the purchased electricity is fully renewable. In Italy, multiple PPAs have been secured, with some already operational and the remainder targeting fully renewable status by 2030
- **Asia:** Plans in progress to be fully renewable by 2030
- **North America:** A 30 GWh Virtual PPA is active. A 250 GWh VPPA signed with Akuo in June 2025 will supply ~50% of Lake Charles' power needs from mid-FY27. Actively looking for additional projects to cover the remaining 50% consumption with renewables

Conflict minerals

Sasol makes an annual submission as part of its United States Securities and Exchange Commission filing in terms of the Dodd-Frank Wall Street Reform and Consumer Protection Act 68 of 2008, on its use of any of the four minerals that have been linked to conflict in African countries (known as conflict minerals). Sasol's commitment to responsible and ethical procurement of conflict minerals has been incorporated in the [www](#) Sasol Supply Chain policy.

Procurement of banned and restricted substances

Sasol screens all orders for inbound chemicals and materials to ensure that it does not procure illegal or banned substances. Where substances are restricted or controlled, permits are in place and are managed by the Product Stewardship function, to ensure adherence to all related requirements.

➤ Refer to pages 112.



SOCIAL – COMMUNITY CONTINUED

Sustainable procurement continued

TARGETED INTERVENTIONS

Zero tolerance for unethical behaviour for suppliers

Sasol encourages all suppliers and stakeholders to 'speak up' against any suspicious unethical and economic crime activities to ensure that the company collectively adheres to the provisions and principles of ethical sourcing and procurement. In South Africa, investigations relating to potential cases of Broad-Based Black Economic Empowerment (B-BBEE) fraud (fronting) are actively investigated.

Suppliers and service providers are required to operate within the ethical and legal parameters stipulated in the Sasol Supplier Code of Conduct as well as the Anti Bribery and Corruption (ABAC) and Business Human Rights policies (BHR). The Sasol ethics line is available globally to Sasol employees and external parties to report suspected unethical supply chain activities. Suppliers have access to two separate training modules on the Sasol Supplier Management website, under the Ethics section on the Sasol website: www.sasol.com.

In South Africa, suppliers are also invited to participate in online training sessions on these topics. Sasol's suppliers in Germany must comply with the German Supply Chain Act and the high-risk suppliers are given access to training information.

Sasol continues to follow a stringent procurement process and strict contract terms and conditions for all high risk profile companies.

Supplier Environmental, Social and Governance (ESG) screening and audits

Using both self-assessments and third-party digital solutions, Sasol conducts due diligence on new suppliers and also re-screen existing suppliers. The ESG matters on which due diligence is performed includes ABAC screening, BHR, sanctions and adverse media reports.

Sasol assesses its significant suppliers' performance on ESG matters and develops action plans to remedy any issues in its supplier base. In International Chemical, EcoVadis is used to rate critical suppliers on their ESG performance, representing more than 50% of external spend and constantly improving their average score.

Safety, as one of Sasol's highest priorities, is evaluated through risk-based safety accreditation audits, tailored to the scope of work the supplier is expected to perform on Sasol sites. In South Africa, 410 safety and/or technical audits were conducted in FY26 and 1 020 safety/technical audits in FY25. These audits are demand driven, influenced by factors such as audit frequency, incidents, risk assessments, etc. The FY26 audits consisted of, but were not limited to new supplier requests, scope extensions, name changes, change of ownership, project specific requests and Enterprise Supplier Development supported SMEs. Where relevant, suppliers were also asked to demonstrate their processes and procedures related to environmental management and the safe handling of chemicals and hazardous materials.

Environmental impact reduction

Extended Producer Responsibility (EPR) is a regulatory mechanism that requires producers to take responsibility for the waste from their products beyond the point of sale. EPR compliance is a key focus area for the company. Sasol has implemented measures to continually improve adherence to the EPR regulations by automating processes to identify commodities under the scheme and ensuring the correct EPR fees are paid to suppliers. Furthermore, the business has implemented reporting mechanisms to track progress and guarantee adherence to these regulations.

Economic transformation

Sasol aims to achieve a diverse, transformed, sustainable and high-performing supplier base by accelerating and supporting the development of small and medium enterprises (SME). This comprehensive approach transcends compliance, aiming to transform the local economy in South Africa and Mozambique.

➤ For more details refer to pages 136 – 139.

Climate change adaptation risk profile

Climate models project that events will become more frequent and severe, underscoring the need for continued focus on adaptation and resilience. In response, Sasol developed risk profiles for various extreme weather events affecting its supply chain channels and assets.

➤ See page 98

PERFORMANCE

Supplier training

Area	Key performance indicator	2026	2025
Ethics and compliance	Number of South-African-based suppliers trained in ethics and compliance	857	691
ESG screening and compliance	South-Africa:		
	• New suppliers	242	278
	• Re-assessment	546	1 433
	• Continuous monitoring	2 046	2 179
	• BHR legacy supplier assessments	1 191	1 143
	• B-BBEE fronting investigations	29	42
	Eurasia:		
	• New suppliers	414	443
	• Re-assessment	134	125
	• Continuous Monitoring	3 559	2 326
	Americas:		
	• New suppliers	188	200
	• Re-assessment	349	450
	• Continuous monitoring	2 195	2 412



SOCIAL – COMMUNITY CONTINUED

Economic inclusion

COMMITMENT

Sasol's Enterprise and Supplier Development (ESD) agenda is **focused on building a transformed, resilient, and competitive supplier and enterprise ecosystem** that contributes meaningfully to South Africa's social and economic advancement. This commitment is anchored in Sasol's Transformation Strategy, ESD Policy, and partnership-for-growth philosophy.

Central to this approach is recognising that ESD investments must **drive multi-dimensional value, integrate operational efficiency and inclusive stakeholder participation**, while strengthening local value chains through purposeful partnerships that enable sustainable socio-economic impact.

GROUP APPROACH

Sasol strives to deliver maximum shared value for the organisation and its stakeholders by fostering resilient, sustainable, and mutually beneficial relationships. This commitment is realised through targeted funding and development interventions that strengthen small and emerging businesses, enabling their meaningful participation within Sasol's supply chain and beyond.

Sasol actively drives localisation and economic transformation across its supplier base, creating inclusive opportunities for small enterprises in local communities. By integrating sustainability, market diversification, and capability development into its programmes, Sasol ensures that its enterprise and supplier ecosystem is not only competitive and transformed, but also future-ready to thrive in the green economy and broader markets.

PROGRAMMES AND PERFORMANCE

Sasol's development focus

In FY26, value was delivered through a structured portfolio of programmes designed to strengthen SME capability, expand market access, and build a resilient and competitive supplier ecosystem.

• Sector-specific programmes:

Supporting SMEs across priority value chains through the Transporter Development Programmes which supports the growth of logistics SMEs through asset funding and technical support, and the Franchise Development Programme which supports inclusive market entry into the fuel retail value chain

• Local Economic Development Programmes:

Driving inclusive growth by redirecting procurement spend to SMEs across Alrode, Ekandustria, Nelspruit, Komatipoort, KwaZulu-Natal, Sasolburg, and Secunda; strengthening quality, safety, and operational performance through targeted supplier development support. Delivery was enabled through the Growth Engine SME Governance and Compliance Programme, which strengthens governance frameworks, financial, and risk management discipline, as well as the production of credible financial information, positioning SMEs for procurement readiness, access to funding, and sustainable growth

• Financial Support and Inclusion support:

Supporting SMEs across all programmes through targeted financial capability interventions, including SAICA led Financial Excellence Development, and sector specific costing, pricing, and financial modelling training. This is complemented by structured post investment support for funded entities, strengthening financial discipline, and business compliance to support them in meeting their loan obligations

• Gender-Equity Programmes:

Strengthening technical capability and enabling greater participation of women-owned enterprises in engineering and mining value chains through Sasol's Women in Engineering and Women in Mining Incubator Programmes

• Sustainability and Green Economy Support:

Advancing SME participation through targeted interventions that enhance resilience, reduce costs, and enable sustainable growth. The Sasol Siyakha Solar Energy Support Programme delivered tailored solar solutions, lowering energy costs, improving operational stability, and unlocking cash flow for reinvestment. In addition, the Circular Economy Lab, launched during this period, enables SME participation in emerging circular value chains and supporting the shift towards more resource-efficient and sustainable business models



SOCIAL – COMMUNITY CONTINUED

Economic inclusion continued

PROGRAMMES AND PERFORMANCE

Advancing Inclusive Economic Participation

In line with Sasol's purpose of driving inclusive procurement, the organisation continues to build a resilient and diversified supply chain that contributes meaningfully to economic growth and socio-economic development in the communities where it operates.

- **Preferential procurement** remains a powerful lever for inclusive growth and a key enabler of Sasol's transformation strategy. In FY26, Sasol achieved R41 billion (FY25: 43 billion) in preferential procurement spend with majority Black-owned enterprises, and R27 billion (FY25 R27 billion) with Black women-owned businesses
- In addition, R43 million (FY25: R51 million) has been invested in the development of small enterprises. This reflects a more streamlined and focused approach, with a reduced number of entities onboarded for development to respond to Operating Model Entity (OME) needs. Of this investment, 35% (FY25: 30%) was directed towards 100% Black women-owned enterprises

Investment in Growth

In response to a more constrained operating environment, Sasol adopted a deliberate shift towards a more targeted and outcomes driven enterprise and supplier development approach. This strategic streamlining is reflected in the moderated development investment of R43 million in FY26; alongside a more focused portfolio of SMEs under development where Sasol supported 223 SMEs in FY26 (FY25: 232). This approach strengthens the alignment between development support and business integration outcomes, supporting the progression of SMEs into active participation within Sasol's supply chain and improving the return on development investment.

Market access and Capability development

- Market access interventions have increased; with 14 delivered in FY26 (FY25: 13), thus reflecting a strategic shift towards reducing SME reliance on Sasol and enabling access to broader markets and opportunities

- **Training interventions** to enhance capability development, reached 959 beneficiaries (FY25: 505) across over 400 entities. This reporting metric has been refined to reflect total trained beneficiaries rather than solely business owners as well recognising that training interventions often extend across broader SME teams

Supplier progression and integration

- While development reach remains high, conversion into sustainable, long-term supply opportunities remains constrained. Out of 22 suppliers ready to do business with Sasol, only six have been successfully integrated into the value chain. The relatively low conversion rate highlights a persistent structural constraint

Funding and financial inclusion

The Siyakha Trust continues to serve as a cornerstone of Sasol's financial inclusion agenda, providing concessionary loan funding to SMEs within the company's supply chain. During the financial year, the Fund delivered the following outcomes:

- **Funding disbursements summed** up to R115 million offered to 22 suppliers (FY25: R103 million allocated to 37 suppliers), reflecting a reduction due to a constrained SME pipeline
 - **A total loan book** balance of R594 million serving more than 71 active loans (FY25: R637 million). FY25 is higher due to loan repayments and lower disbursements
- A shift towards short-term funding instruments has resulted in reduced participation in post-investment support programmes.

Strengthened portfolio performance

Portfolio performance was reinforced through continued active loan management, supported by structured post investment engagement focused on sustainability and repayment performance.



Where practicable, Siyakha funded entities are enrolled into industry specific development support programmes, strengthening operational capability, sector relevance, and long term viability beyond financial support. Loan management is further strengthened through a diversified funding mix, reducing portfolio concentration risk and improving resilience. Additionally, automated loan performance management has been implemented, enabling real time loan tracking, enhanced oversight, and the early identification of emerging risks across the portfolio.

SME financial performance

Although SME performance remains positive, it has decreased from the high growth levels achieved in FY25. This decrease is largely attributable to current economic conditions, which are being felt across global markets:

- Revenue growth declined from 70% to 32%
- Profit growth reduced from 70% to 44%
- Interest rate savings decreased from FY25: R21 million to R16 million, driven by lower market interest rates and a shift in the funding mix towards shorter-term facilities

Jobs and economic impact

- Jobs created in FY26 is 444 (FY25: 212)
- Jobs sustained in FY26 is 3 478 (FY25: 3 152). This indicates improved business continuity

This trend reflects shifts in broader economic conditions and the nature of funding disbursed during the period. While increased short-term funding strengthened SME liquidity and operational stability, it inherently lowers job creation outcomes compared to longer-term capital investments.

SOCIAL – COMMUNITY CONTINUED

Economic inclusion continued

KEY CHALLENGES

Internal cost pressures and constrained funding environment

- Internal cost pressures and macroeconomic factors contributing to uncertainty around net profit after tax (NPAT) have required a **more disciplined and targeted approach to ESD investment**, impacting overall development spend

Limited SME integration into core operations and impact on SME pipeline

- Despite strong development efforts, **conversion into procurement opportunities remains constrained**, highlighting structural misalignment within internal integration pathways. In response, the SME development pipeline has been moderated to enable a more focused approach to strengthening integration mechanisms and enhancing supplier readiness for meaningful participation in core operations
- Development to be focused on **technical and safety aspects**

PROGRAMMES AND PERFORMANCE

DEVELOPMENT IMPACT

R43 million

SME investments

R6 million

specialised interventions
digital marketing, accreditation, and specialised equipment

R3 million

technical capability building industry specific technical support

BENEFICIARY PROFILE

223 small businesses under development

219 100% Black owned

112 100% Black women-owned

BUSINESS SUPPORT INTERVENTIONS

12 clean energy solutions beneficiaries

14 supplier connect and market access opportunities

1 189 hours of business development support and mentorship

959 training beneficiaries including supported business employees

SIYAKHA TRUST FUNDING IMPACT

R115 million

Loan funding to **22 suppliers**

R594 million

Loan book balance

R15 million

Clean energy solution Solar Grant Funding

R115 million

Loans approved

R16 million

Interest cost savings

POST-INVESTMENT SUPPORT

41 beneficiaries: post investment support programme

14 beneficiaries: advisory board mentorship programme

GROWTH AND SUSTAINABILITY

444 Jobs created

32% SME revenue growth

3 478 Jobs sustained

44% SME profit growth

SOCIAL – COMMUNITY CONTINUED



Shared value and socio-economic industrial projects

COMMITMENT

Sasol **advances economic inclusion by enabling industrial growth** that supports its business transformation and strengthens the resilience of the regions in which it operates. Sasol, through the Shared Value and Socio-Economic Industrial Projects (SV and SEIP) function, drives economic diversification by supporting enterprises and industries across both existing and emerging value chains.

By catalysing industrial ecosystems, **SV and SEIP contributes to Sasol's long-term value creation** through stronger local value chains, industrial capability development and enhanced regional competitiveness.

FOCUS AREAS

The SV and SEIP portfolio **focuses on industrial opportunities** that support economic diversification and sustainable growth, including:

- Renewable energy value chains
- Battery energy storage system value chains
- Circular economy solutions
- Sustainable agriculture
- Localisation of industrial inputs and materials

These initiatives **support the development of new industrial clusters, strengthening manufactured capital** through new productive capacity, building human capital through enterprise capability and skills development, and creating financial value through localised economic activity.

GROUP APPROACH

Shared Value and Socio-Economic Industrial Projects (SV and SEIP) applies a structured approach to identifying and enabling industrial opportunities with strong potential for scale and impact.

Strategic role

SV and SEIP supports Sasol's strategy by identifying and enabling commercially viable industrial opportunities that deliver both business value and socio-economic impact. These initiatives strengthen local industrial capability while unlocking new growth pathways.

This work contributes to the development of multiple forms of capital, including financial, manufactured, intellectual, human, social and natural capital.

Opportunity identification

Targeted value chain research identifies sectors aligned with Sasol's strategic priorities and evolving industrial opportunities.

Localisation enablement

Partnerships, funding mechanisms and market pathways are mobilised to support localisation and enterprise participation in emerging value chains.

Ecosystem orchestration

Collaboration is coordinated across industry, government, development finance institutions, research organisations and communities to enable effective project execution and scale.

All initiatives are assessed through a project selection framework evaluating strategic alignment, commercial viability, funding readiness, localisation potential and socio-economic impact.

PROGRAMMES AND PERFORMANCE

SV and SEIP continues to advance a portfolio of projects across feasibility, pilot and scale-up stages, unlocking new economic opportunities while leveraging Sasol's assets, technical expertise and partnerships.

CASE STUDY:

Groovetech – circular innovation in road infrastructure

Groovetech, a **black women-owned enterprise**, has developed a **pothole repair solution using recycled plastics combined with Sasol coal ash**. The product has been scientifically validated and commercially proven through collaboration with technical partners and municipalities.

SV and SEIP supported the initiative by facilitating access to coal ash feedstock, supporting market access, mobilising partnerships and securing funding through the Sasol Siyakha Trust. Leveraging the Trust's expanded mandate, R1,72 million was approved to establish a production facility in Secunda and scale operations.

This initiative demonstrates how circular economy solutions can convert industrial waste streams into commercially viable products while supporting enterprise growth, infrastructure solutions and local employment.

Creating shared value

Through collaboration with industry, government, development finance institutions and research partners, SV and SEIP accelerates the development of inclusive industrial ecosystems that support Sasol's growth and transformation agenda.

By linking economic inclusion with industrial development, these initiatives strengthen financial, manufactured, intellectual, human, social and natural capital, creating sustainable shared value for Sasol and the communities in which it operates.

GOVERNANCE

Human rights

COMMITMENT

Sasol is committed to respect and uphold human rights by:

- **Avoiding adverse human rights impacts that Sasol may cause or contribute to**, through its business activities and relationships, including employees, communities, joint venture (JV) and business partners, suppliers, customers and service providers
- **Doing business based on fair, lawful and transparent practices**

As a signatory of the United Nations Global Compact (UNGC), Sasol **has aligned its business and human rights framework (BHR framework) with the UN Guiding Principles on Business and Human Rights (UNGPs)**. Sasol achieves its commitments by ensuring the integration of human rights principles into its business processes and practices in accordance with the UNGPs.

GROUP APPROACH

- The Board has the ultimate responsibility for overseeing Sasol's commitment to uphold and respect human rights in line with Sasol's Human Rights Policy. The Safety, Social and Ethics Committee, a delegated sub-committee of the Board, is responsible for, among others, the implementation of Sasol's BHR framework and the overall approach to human rights. The framework supports the integration of relevant human rights considerations into Sasol's business processes and activities.
- The approach to human rights is aligned with international standards and guidelines such as the UNGPs and the UNGC, and national laws and regulations in the jurisdictions in which the company operates. Sasol's BHR policies and procedures encompass its own operations, supply chain, JVs, customers and other business partners.

The BHR framework, which is an overarching framework to the Sasol's human rights approach, supports the integration of relevant human rights considerations into business processes and activities, and therefore supports Sasol's commitment to align its practices with the UNGPs. A key aspect is the incorporation of human rights due diligence into Sasol's overall enterprise risk management approach, underpinned by Sasol's Enterprise Risk Management (ERM) Framework. The ERM Framework sets the foundation for business units to effectively manage their respective risks in a systematic and standardised manner.

www.sasol.com More info on the ERM can be found on the website www.sasol.com and on page 21

The responsibility for implementing Sasol's human rights programme, the related procedures, and embedding relevant actions in the business resides with the leadership of the various business units.

It is the responsibility of every employee to know and understand Sasol's human rights commitments, expectations and responsibilities as set out in the Sasol Human Rights Policy and remain vigilant to ensure third party's compliance with this policy.

Human rights impacts which have been identified as being most salient to Sasol, are broken down to the following categories:

FOCUS AREA	CORE COMMITMENT
Respecting diversity	Promote diversity, equity and inclusion through fair labour practices that are compliant with local legal requirements and aligned to International Labour Organization standards
Safe and healthy working environment	Enable Zero Harm by providing safe and fair working conditions, respecting worker rights and ensuring access to grievance or complaints mechanisms
Supply chain	Identify , prevent and address human rights risks in Sasol's supply chains through due diligence and ensuring adherence to the provisions and principles of ethical sourcing and procurement
Respecting rights of communities and indigenous peoples	Respect land, water and cultural rights through meaningful engagements and commit to obtain free, prior and informed consent from impacted communities and indigenous peoples
Managing Sasol's environmental footprint	Manage environmental impacts responsibly to protect people, communities and ecosystems. Ensuring that a robust process of reporting and mitigating environmental incidents is in place



Protect

State

Duty to protect human rights

UNGPs 1 to 10



Respect

Businesses

Responsibility to respect human rights

UNGPs 11 to 24



Remedy

State and businesses

Access to effective remedies

UNGPs 25 to 31

GOVERNANCE CONTINUED

Human rights continued

PROGRAMMES AND PERFORMANCE

Sasol's human rights programme remains dynamic and adaptable, continuously evolving in response to the shifting regulatory environment and insights gained from ongoing human rights impact assessments and improvement opportunities.

Sasol's Human Rights Policy was updated in 2025 to ensure that it aligns with best practice and communicate our salient human rights, as prioritised by Sasol.

Human rights impact assessments

Sasol continues to maintain BHR due diligence processes in terms of which potential human rights impacts are assessed, managed and reported in accordance with the Sasol BHR framework. Due diligence processes in place include:

Human rights due diligence process

For FY26/27, Sasol will extend its risk assessments to include the existing JV partners (Tier 1 and 2) and enhance the customer due diligence processes.

SELF-ASSESSMENT

To identify potential human rights issues that might arise in connection with each business unit's operations and business relationships.

SUPPLY CHAIN DUE DILIGENCE

Sasol's BHR suppliers onboarding and monitoring procedures, applicable to Sasol suppliers, implemented to identify and monitor potential human rights impacts that may arise as a result of the business relationship concluded between Sasol and a supplier, supported by applicable BHR contractual provisions that are appropriate to the level risk exposure assessed per supplier.

SASOL M&A DUE DILIGENCE GUIDANCE ON HUMAN RIGHTS

Human rights-focused due diligence guidance for mergers and acquisitions, incorporated into the internal Sasol Mergers and Acquisitions Handbook, to ensure that potential human rights issues associated with acquisitions and sales corporate entities by Sasol are identified and managed appropriately in accordance with the Sasol Human Rights Policy. Furthermore, potential JV partners are required to complete a human rights due diligence questionnaire to be able to do business with Sasol.

Modern Slavery Statement

In compliance with Section 54 of the United Kingdom Slavery Act, 2015, Sasol publishes an annual Statement which outlines actions taken to prevent or mitigate modern slavery from its business operations and supply chains. The Statement has been communicated to all relevant stakeholders, both internally and externally (including suppliers). The 2026 Sasol Modern Slavery Statement can be accessed via Sasol Slavery and Human Trafficking Statement on the website:

www.sasol.com

Grievance mechanism

Sasol's BHR Policy sets out human rights governance and the grievance mechanisms in place to remediate any identified human rights impacts.

Sasol provides a grievance mechanism that is accessible to all rights holders through its dedicated ethics hotline, EthicsLine, which is independently managed by a third party.

► For more information refer to pages 142 – 143

In addition, there is an environmental complaints management process within the operations to address, resolve, and provide feedback to communities and external stakeholders on reported concerns. Regular community engagements are conducted to raise awareness, gather feedback, and respond to complaints. Notably, air quality public engagements were held with fence-line communities in Embalenhle, Lebohang, and Secunda in South Africa, in November 2025 and February 2026.

For the Germany office, a human rights-related complaints procedure is in place for external stakeholders, which include a dedicated reporting line for such matters.

Training and awareness creation

Sasol promotes a culture of continuous learning and development to ensure that its employees have a greater understanding of the business risks and opportunities associated with upholding and respecting human rights in line with the Sasol Code of Conduct and Human Rights Policy.

The updated BHR training programme from FY24 was rolled out to the targeted audience within the Group. 95,9% of employees across the Sasol Group of companies have successfully completed the training in FY26.

Further to this, human rights awareness campaigns are hosted which include leveraging significant national and internal events, such as Human Rights Day, to educate Sasol employees on human rights-related matters.

Sasol also provided awareness training to its suppliers who support the South Africa and Mozambique Operations, on human rights-related matters including matters specifically highlighted in the Sasol Slavery and Human Trafficking Statement. Approximately 867 registered suppliers in SA participated in the FY26 awareness training programme.

GOVERNANCE CONTINUED

Ethics

COMMITMENT

Sasol is committed to **high ethical standards and combating corruption** throughout its sphere of influence. This is an important part of its drive to deliver social value through its core activities.

GROUP APPROACH

Sasol's ethics strategy is principles-based and anchored in the Company's shared values for supporting a high-performance ethical culture. **The Sasol ethics programme has two main focus areas:**

- **To advance and promote an ethical culture** across the Sasol Group of companies. (Proactive approach)
- **Ensures that all reports of potential transgressions are appropriately received**, investigated, and resolved. (Reactive approach)

The success and longevity of the Sasol ethics programme rely on the correct tone at the top of the organisation, which includes a visible demonstration of leadership's belief in, and commitment to, an ethical organisation.

PROGRAMMES AND PERFORMANCE

Sasol's values are intentionally action-oriented, enabling every team member to apply them effectively. Sasol's purpose, values, and Code of Conduct serve as guiding principles that not only strengthen its core operations but also supports its future vision by integrating and embodying these principles in the daily decisions, responsibilities, and actions of the company.

Sasol employees receive ethics training and awareness on an annual basis to foster a resilient ethical culture, where ethical behaviour is the norm and is reflected in all activities and in every business decision.

96,4% (99%) of employees who fall within the target audience completed the anti-bribery, sanctions and competition law training programme within the required timeframe. Annual compliance confirmation (ACC)¹ was received for 6 277 (6 578) out of a total global participation of 6 287 (6 630) employees (99% participation rate), the employees range from execution level to CEO and President level. In this process, targeted employees acknowledged that they had read and understood, and would comply with, inter alia, Sasol's Anti-Bribery Policy, Competition Law Policy, Code of Conduct and the Human Rights Policy. The targeted employees also confirmed that they had addressed any potential conflicts of interest.

¹ The FY25 ACC process commenced on 01 July 2025 and closed on 23 October 2025. These are the numbers reported here. FY26 numbers for ACC will be reported in next year's IR.

Anti-corruption, sanctions and competition (anti-trust) law

Sasol rolled out four separate compliance training modules in FY26 to facilitate compliance with applicable laws and to entrench the Sasol ethical culture. The compliance training included business and human rights, competition law, anti-bribery and sanctions. This training is provided to employees identified as posing a higher risk of being exposed to compliance risks, and targets employees on role category execution and above. Training modules are updated regularly in line with changes to the law.

Whistle-blower Policy

The Whistle-blower Policy has been updated to reaffirm Sasol's commitment to protect employees from retaliation or reprisal when they speak up in good faith using [www](https://www.sasol.com) Sasol EthicsLine to report unethical, illegal, or undesirable conduct involving Sasol and those engaged with it. The policy ensures alignment with applicable whistle-blowing legislations and regulations across all jurisdictions in which Sasol operates.

Making an intentional false report may lead to disciplinary action, up to and including dismissal, or other corrective action.

[www](https://www.sasol.com) Refer to the website: www.sasol.com



GOVERNANCE CONTINUED

Ethics continued

24-hour Sasol EthicsLine

The Sasol EthicsLine is a confidential and independent system which allows any person to report suspected transgression of the Code of Conduct, values, policies or regulatory requirements (even anonymously if required). The EthicsLine is operated independently and externally to Sasol, by Deloitte's Tip Offs Anonymous for Africa and USA, and Deloitte Halo for Eurasia to ensure that the local whistleblower laws and data privacy laws are adhered to.

The Sasol EthicsLine is available globally 24 hours a day/seven days a week via telephone, website and email. It is also available in multiple languages.

In FY26, Sasol received 497 calls on the EthicsLine, some of which had multiple allegations, 3,97% more than FY25.

497
reported to the
Sasol EthicsLine



77
confirmed
breaches of
the Code of
Conduct



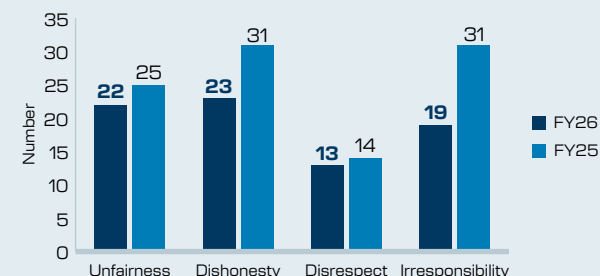
1
employee
dismissed



PROGRAMMES AND PERFORMANCE

Out of the 77 substantiated allegations, 19 are still undergoing disciplinary actions and awaiting final sanctions. The other substantiated investigations resulted in one dismissal and various management actions.

Ethical misconduct substantiated allegations



Managing conflict of interest and gifts, entertainment, and hospitality

Amendments have been made to the Conflicts of Interest and the Gifts, Entertainment and Hospitality Policies in keeping with Sasol's commitment to ethics and governance. The changes include simplified language to ensure that employees have clearer guidance on what is expected of them and clearly define the responsibilities of employees in identifying, declaring and managing actual, perceived or potential conflicts of interest.

2 380 employees completed the conflict of interest and gifts, entertainment and hospitality training.



OUTCOMES

NATURE OF TRAINING

NUMBER OF PEOPLE

	2026	2025
Sasol Code of Conduct	1 006	1 222
New employees orientation programme – Ethics training	1 537	1 384
Global anti-bribery compliance challenges	6 574	6 905
Conflict of interest	1 116	2 133
Gifts, entertainment and hospitality	1 264	2 416
Economic sanctions	6 170	6 586
Competition (Anti-trust) law	6 019	6 278
Data privacy in practice	4 607	3 654

GOVERNANCE CONTINUED

Information management, digital and cybersecurity

COMMITMENT

Sasol is committed to **ensuring a secure information management and cybersecurity environment** by implementing measures to address and mitigate associated risks.

GROUP APPROACH

To support the organisation in achieving its goals and strategic objectives, Information Management (IM) and Digital aims to guide the effective and efficient use of IT solutions and services by establishing appropriate decision-making structures and governance frameworks, including policies and processes.

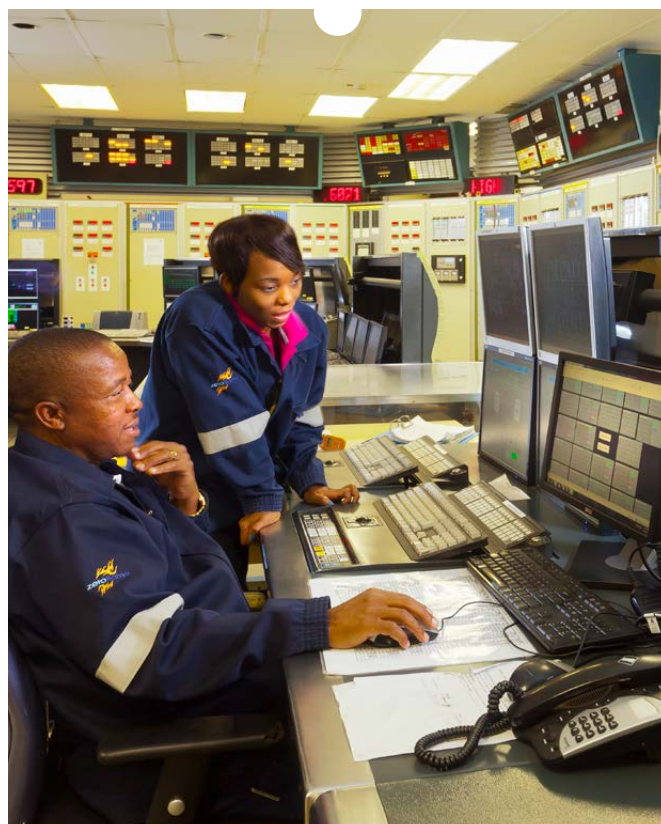
IM Governance forms a subset of Sasol corporate governance with a groupwide risk management process that is aligned to international standards and best practice. Cybersecurity is noted as a Group material risk for Sasol and oversight lies with the Sasol Audit Committee

➤ For more details refer to Risk and opportunities on pages 21 – 32.

Chief Information and Digital Officer

➤ GEC EVP Commercial and Legal

➤ BOARD Audit Committee Capital Investment Committee



PROGRAMMES AND PERFORMANCE

FY26 focus areas, included:

- Improving customer experience
- Growing IM talent and digital enablement
- Enabling strategic business and digitalisation initiatives
- Exploring the value cases for Artificial Intelligence (AI) and Generative AI (GenAI) for Sasol
- Improving Mobility applications for the retail fuels business
- Progressing the company's cloud journey
- Improving data governance and quality.
- Optimising Sasol's spend on outsourced services
- Focusing on cybersecurity to secure operations and the organisation
- Strengthening the organisation's IT General Control environment

Despite operating in a financially constrained environment, the organisation has sufficient protection in place and has not experienced a cybersecurity incident that had a material impact on Sasol's business strategy, operations, or financial reporting in the last financial year. Despite this, Sasol is cognisant that cyber-attacks are increasing in both volume and sophistication, particularly with the growing use of artificial intelligence (AI) to enhance adversary capabilities.

Sasol's cybersecurity posture is continuously assessed to identify areas of improvement, analyse emerging threats, and implement enhancements as needed or schedule them for future deployment.

Within the supply chain, IM focuses on ensuring the confidentiality, integrity and availability of data; document retention requirements; data privacy; information classification and security.

Policies and compliance

Sasol's Information Management Policies and Code of Conduct reflect its commitment and dedication to ensuring compliance with IM-related regulation and legislation. The use of Sasol computing devices, systems and services is governed by Sasol IM policies. By accessing a Sasol account, each user acknowledges these policies and the terms of acceptable use.

Any non-compliance is addressed in accordance with the stipulated policies, taking into consideration jurisdictional implications.

Training and awareness

Through robust information security awareness campaigns, Sasol shares monthly themes with its employees and service providers. Employees are enrolled in training on Sasol's Learning Management Systems, which focuses on critical topics for cybersecurity awareness such as deep fakes, securing data and insider threats. Month-to-month participation ranges from 95% to 98%.

Awareness training is mandatory. Participation is monitored, with feedback shared with Group Executives and Senior Vice Presidents to promote completion. Additionally, employees who miss two or more training sessions are considered non-compliant, and network restrictions are applied until they become compliant again. Frequent phishing tests are conducted and results are reported to management to evaluate employees' awareness of potential risks.

Employees also receive comprehensive training on the use of IM systems and tools, as well as business system-specific training tailored to their respective job roles.

GOVERNANCE CONTINUED

Information management, digital and cybersecurity continued

PROGRAMMES AND PERFORMANCE

Unlocking value through Digital and Technology Enablement

Digital enablement supports Sasol's operational and commercial priorities by improving asset reliability, gross margin performance, predictability, and decision quality across the value chain. The digital strategy is targeted at high value business outcomes, with execution embedded within existing operating models.

A key focus is enhancing customer centricity, alongside the continued digitalisation of critical production and supply processes to improve operational stability, control, and predictability. Advanced analytics, predictive techniques, and artificial intelligence are applied to stabilise asset intensive operations, improve asset availability and reduce unplanned downtime. Through the disciplined application of digital technologies, Sasol enhances operational resilience, improves margin and cost efficiency, strengthens safety and risk management, and supports sustainable shareholder value.

Responsible use of Artificial Intelligence (AI)

Sasol has established a visionary position to embrace, accelerate and unleash the potential of AI and GenAI to ensure the company remains relevant and enables safe and responsible innovation.

Sasol has established robust guardrails to guide its employees in the secure, ethical and responsible use of GenAI technology. These strike a balance between maintaining governance and allowing sufficient flexibility to accelerate adoption for the benefit of Sasol. They encompass an AI and GenAI policy, a governance committee, approved AI technology for use in Sasol, and a framework for data accuracy. AI awareness and training is being actively rolled out to employees across Sasol. The sessions are focused on practical use cases, reinforcing responsible AI principles, and demonstrating how AI tools can support productivity, learning, communication, and problem solving.

Environmental stewardship

Sasol remains committed to protecting the environment and applies responsible disposal of its e-waste according to ISO 14001 standards. Paper recycling, reducing printing by using e-signing, and moving its datacentres from on-premises to Cloud is part of the commitment to sustainable computing.

➤ For more information on waste management see [page 107](#).



GOVERNANCE CONTINUED



Sustainability data management and governance

COMMITMENT

At Sasol, Sustainability Data Reporting encompasses Safety, Health and Environment (SHE) as well as Sustainable Development (SD), which is governed through its **integrated combined assurance model**.

Sasol is committed to **enabling effective strategy execution** by providing reliable decision ready sustainability data to its internal and external stakeholders. This commitment is embedded in Sasol's governance framework, ensuring that sustainability data is consistently managed, independently assured and aligned with Sasol's strategic objectives.

GROUP APPROACH

Through the Sasol Group Procedure for Sustainability Data Reporting, Sasol has established a unified sustainability reporting framework which provides clear guidance on reporting processes and defines the suite of Group key performance indicators (KPIs) that drive consistency and accountability across the organisation. Structured reporting timelines and disciplined execution underpin the delivery of accurate, validated data across the Group, with independent assurance embedded at its core.

Data completeness and accuracy are reinforced through tightly managed data collection cycles, supporting both efficient internal management reporting and credible external disclosures. Leveraging the company's existing Group data management platform, SAP Sustainability Performance Management (SuPM), sustainability data is captured at Operating Model Entity level. The system enables robust governance by facilitating structured review and approval workflows in line with Group requirements.

Independent assurance further strengthens confidence in the integrity, reliability and quality of Sasol's sustainability disclosures. This year marked KPMG's third consecutive year as Sasol's independent third party auditor, providing assurance over both financial and non-financial information. As global sustainability reporting standards continue to evolve, including those issued by the International Sustainability Standards Board (ISSB), the Corporate Sustainability Reporting Directive (CSRD), and the United States Securities and Exchange Commission (SEC), alignment across all internal processes has become increasingly critical. In-depth knowledge of internal processes now forms the foundation for an even stronger third year assurance process with KPMG, with actionable improvements being embraced across all facets of the business.



PROGRAMMES AND PERFORMANCE

Performance through transformation

Significant focus has been placed on strengthening Sasol's readiness to respond to evolving reporting demands. To navigate the rapidly changing sustainability reporting landscape, the work done through the New Reporting Requirements (NRR) Working Group continues to play a central role. This cross functional team drives alignment between emerging global disclosure standards and Sasol's systems, processes and controls. Through an in-depth gap analysis of Sasol's current suite of sustainability KPIs, four KPIs were developed and enabled to close potential identified gaps. These are now being reported at a Group level.



The Group has officially kicked off the next phase of the system replacement project to phase out SAP SuPM, replacing this with a new reporting platform. This new platform will be designed to enhance the efficiency and effectiveness of sustainability data collection, analysis and reporting.



REMUNERATION REPORT

We are committed to maintaining a Remuneration Policy that is aligned with Sasol's Purpose, strategic priorities and values. Through our remuneration outcomes, we incentivise and reward the delivery of sustainable performance across our People, Planet and Profit objectives, thereby supporting long-term value creation for all stakeholders.

THIS REMUNERATION REPORT CONTAINS THREE PARTS:

PART I

Remuneration at a glance **148**
Committee Chairman's background statement **151**

PART II

Remuneration Policy (FY27 to FY29) **156**

PART III

Remuneration Implementation Report (FY26) **164**

REMUNERATION AT A GLANCE

Our Remuneration Policy

Our Remuneration Policy (the Policy) enables the execution of Sasol's strategy by aligning reward outcomes with our Purpose, values and long-term objectives. It is designed to foster a high-performing, sustainable, values-driven culture while attracting, retaining and motivating the diverse talent and critical capabilities needed to deliver our strategic ambitions. The Policy reinforces accountability, ethical leadership and sustainable performance, while supporting the creation of long-term value for shareholders and other stakeholders.

The Policy balances affordability, prudent risk management and sustainable value creation. By maintaining competitive, responsible and transparent reward structures, we attract, retain and motivate the diverse talent required to deliver Sasol's strategy, incentivise performance against our People, Planet and Profit objectives, and support the organisation's long-term sustainability, resilience and competitiveness.

Below and on the following pages is an overview of the FY26 Remuneration Policy and its implementation, approved by shareholders at the Company's previous AGM held on 14 November 2025. The Remuneration Policy for the FY27–29 period is set out in Part II of this Report.

High-Performing, Sustainable, Values-driven Culture

PAY AND BENEFITS

Market-aligned salaries and benefits that support our People Promise

SHORT-TERM INCENTIVES

Rewards the delivery of strategic priorities in line with Sasol's values

LONG-TERM INCENTIVES

Drives long-term value creation, strategic delivery, shareholder alignment and talent retention

Summary of FY26 Remuneration Parameters: members of the Group Executive Committee

Total Guaranteed Package or base salary	MARKET POSITION	BENCHMARKING	SALARY INCREASE PRINCIPLES
	Positioned at 50th percentile of the market ¹	Remchannel (SA) KornFerry (International) and publicly disclosed remuneration data from peer group	CPI, affordability, performance and market positioning
Short-term incentives (FY26)	KPIs AND WEIGHTINGS	DISCRETIONARY MODIFIER	AFFORDABILITY THRESHOLD
	Group Financial 56%	Fatality penalty	Positive free cash flow before second-order capital expenditure and dividends
	Group ESG 24%	Adjustment of incentive outcomes to safeguard affordability	
	Personal 20%		
Long-term incentives (FY26 grants)	KPIs AND WEIGHTINGS	FINANCIAL KPIs	VESTING PERIOD
	Financial 45%	Southern Africa breakeven oil price	Performance shares: 100% subject to meeting the targets after a vesting period of 3 years
	Scope 1 and 2 GHG intensity reduction at Secunda Operations 25%	International Chemicals EBITDA %	
	rTSR against the peer group 30%	Net debt reduction (US\$)	

¹ Market is considered the approved peer group as determined from time to time by the Committee

FY26 Remuneration Policy changes recap

Long-term Incentive (LTI) Plan for the FY26 – FY28 performance period, two new performance measures were introduced to replace Return on Invested Capital (ROIC) namely South African breakeven oil price and International Chemicals EBITDA %. The change reflects the organisation's current strategic focus around strengthening our foundation business and rebuilding credibility through delivering on our promises, as outlined at the 2025 Capital Markets Day.

Short-term Incentive (STI) Plan targets were aligned to the milestones in our journey to meet the 2025 Capital Markets Day commitments.

The Executive remuneration-mix was revised to replace the restricted shares with performance shares, thereby increasing the risk profile, without changing the grant size. The FY26 LTI grants are 100% subject to the achievement of corporate performance targets over the three-year vesting period.

The peer groups used for Executive remuneration benchmarking and to assess relative Total Shareholder Return (rTSR) in our LTI plan were reviewed to more appropriately reflect Sasol's enterprise value and share price correlation over five and ten year periods (see ➤ page 159).

Committee Oversight: The Committee may exercise discretion where formulaic variable pay outcomes are not considered representative of underlying business performance, have unintended outcomes, are inconsistent with the intent of the remuneration framework, or have been materially affected by factors outside management's control. Any discretionary adjustment will be applied to ensure fair and appropriate remuneration outcomes that support sustainable long-term value creation and will be disclosed accordingly.

REMUNERATION AT A GLANCE CONTINUED

REMUNERATION PRINCIPLES

HC Our Remuneration Policy is founded on core principles that support Sasol's integrated Employee Value Proposition and strategic investment in Human Capital. The Policy seeks to ensure fair, equitable and responsible remuneration practices, while aligning reward outcomes with the successful execution of Sasol's strategic objectives. These principles include:

1 BALANCED REMUNERATION

We adopt a market-informed approach to remuneration that supports the attraction, retention and motivation of the diverse talent and critical capabilities required to deliver Sasol's strategy. Remuneration outcomes are differentiated based on individual performance, contribution and the scarcity of key skills, while remuneration structures are appropriately tailored to role types and local market conditions.

2 FAIRNESS AND TRANSPARENCY

We are committed to maintaining reward practices that are transparent, equitable and consistently applied across the organisation. Guided by our values and commitment to inclusion, we strive to ensure that remuneration decisions are fair, objective and free from unfair discrimination. Annual pay gap analyses support our ongoing efforts to identify and address potential disparities, promoting equitable remuneration outcomes and reinforcing trust across our workforce.

3 LIVING WAGE COMMITMENT

As part of our commitment to responsible employment practices and social sustainability, we seek to provide remuneration that supports a reasonable standard of living and promotes employee wellbeing. Entry-level remuneration exceeds generally accepted living wage benchmarks and, in most jurisdictions, is positioned above negotiated minimum rates. In addition, employer-subsidised benefits at lower organisational levels strengthen our Employee Value Proposition and support the financial resilience and wellbeing of our workforce.



4 SHAREHOLDER ALIGNMENT

Executive remuneration outcomes are aligned with the interests of shareholders and other key stakeholders, reinforcing a strong connection between pay, performance, strategic delivery and the creation of sustainable long-term value.

5 SELF-FUNDED INCENTIVE PLAN DESIGN

Our incentive plans are designed to reward both Group and individual performance, reinforcing accountability for the delivery of Sasol's strategic objectives and sustainable value creation. Performance measures are balanced across short-, and long-term outcomes to support the achievement of our strategic commitments and the long-term sustainability of the business. Incentive payments remain subject to an affordability test, ensuring that sufficient positive free cash flow is generated prior to incentive awards being approved.

6 RISK MITIGATION

Robust governance, oversight and approval processes are in place to manage remuneration-related risks, ensure fair and consistent decision-making over the short- and long-term, and maintain alignment with Sasol's strategic objectives, values and stakeholder expectations.

7 HOLISTIC TOTAL REWARD

We offer a comprehensive and integrated Employee Value Proposition that combines monetary and non-monetary rewards to attract, retain and motivate the talent required to deliver Sasol's strategy. This includes competitive remuneration, benefits, development and career opportunities, and a safe, inclusive and supportive work environment that promotes employee wellbeing, engagement and performance.

Shareholder feedback

We appreciate the constructive feedback from our shareholders on our Remuneration Policy and Remuneration Implementation Report, and their ongoing support.

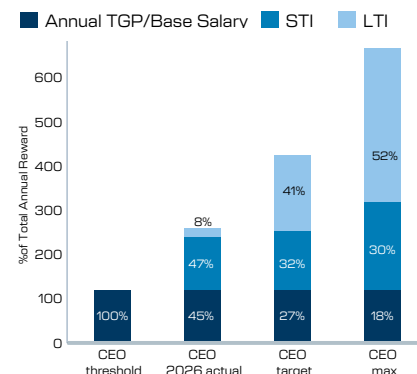
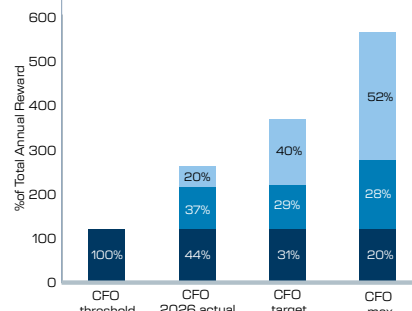
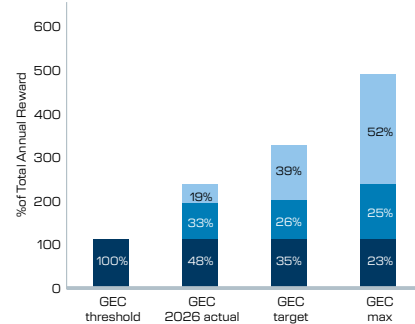
At the 2025 AGM, the non-binding advisory votes received in support of the FY25 Remuneration Policy and the Remuneration Implementation Report showed a significant improvement compared to previous years:

	REMUNERATION POLICY	IMPLEMENTATION REPORT
2025	93,93%	97,43%
2024	83,10%	93,47%
2023	84,67%	89,42%

The Committee values feedback received from shareholders and duly considers this input when the policy is reviewed. The Remuneration Policy and Remuneration Report – comprising the Background Statement, a copy of the Remuneration Policy in Part II, and the Implementation Report in Part III – will be presented at the AGM for shareholder approval by ordinary resolutions in accordance with sections 30A and 30B of the Companies Act 71 of 2008, as amended by the Companies Amendment Act 16 of 2024 (Companies Act).

Remuneration outcomes against target

Group Executive Committee (GEC) 2026 remuneration mix



REMUNERATION MIX

These graphs illustrate the threshold, target, and potential maximum earnings at stretch level in terms of the different parts of the remuneration mix approved by the Committee for members of our Group Executive Committee.

In addition, the outcomes against the targets set for the year under review are included.

The quantum and mix between guaranteed and variable pay components were again evaluated as part of the annual policy review process. No change to the remuneration mix is proposed.

REMUNERATION AT A GLANCE **CONTINUED****Remuneration Policy summary**

The following tables provide summarised information pertaining to the different pay components of our FY26 Remuneration Policy:

Component	Strategic intent/design principles
FIXED PAY AND BENEFITS	- Attraction and retention of employees. - Internal equity and external sector-competitiveness. - Recognition of experience, competence and performance which informs a distribution around the market median. - Benefits are designed to be geographically and role-appropriate. Employees are expected to participate in private or state provided health insurance plans which in some cases are enhanced through top-up plans. Health insurance costs for lower level employees may be subsidised through employer contributions. - All our employees can participate in a retirement fund which may include an employer contribution.
SHORT-TERM INCENTIVES (STI)¹	- Promote value creation through safe and sustainable performance informed by financial and non-financial key priorities measured at Group, Business Unit and Individual levels. - Fatality penalties are applied on short-term incentive outcomes for all eligible participants.
LONG-TERM INCENTIVES (LTI)¹	- Alignment with shareholders' long-term value creation. - Attraction and retention of senior employees and employees with scarce skills and/or critical skills. - Vesting conditions include a combination of performance and time-based criteria to support longer-term decision making and support retention efforts. - Minimum shareholding and post-cessation shareholding requirements for Executive Directors and Prescribed Officers promote longer-term decision making.
FIXED PAY AND BENEFITS	Eligibility and frequency of payment/settlement
	- All permanent and non-permanent employees are paid on a monthly basis except in the USA where payments are made bi-weekly in line with market practice. - Benefit structures follow local market practice or statutory minimum requirements.
SHORT-TERM INCENTIVES¹	- Subject to local market practice, permanent employees may be eligible to participate in a short-term incentive plan. - Production bonus plans may be implemented where these enhance line of sight.
LONG-TERM INCENTIVES¹	- Annual awards are made for eligible employees in senior management and leadership roles. - Half-yearly awards may be made in cases of new appointments or promotions to eligible role categories. - Dividend equivalents are awarded at the vesting date(s) to the extent that vesting conditions have been achieved and dividends have been declared.

1 Malus and Clawback Policy and Executive Compensation Recovery Policy apply to all variable pay awards
2 Negotiated agreement to defer to FY27
3 IPF: Individual Performance Factor
4 Where market practice or workplace agreement excludes the usage of an IPF, the formula excludes such
5 Average across Mining, Chemicals and Petroleum bargaining sectors.

Minimum shareholding requirement (MSR) as a percentage of annual pensionable remuneration

- President and CEO: 300% - Group Chief Financial Officer: 200% - Other Executive Directors and Prescribed Officers: 100% Executive Directors have five years and Prescribed Officers have six years from appointment to reach the required minimum shareholding.	Vested LTIs have to be retained (after settlement of taxes), and not sold, until the MSR is achieved. A post-cessation shareholding requirement of 18 months post service termination is in place. The final MSR has to be retained for 12 months and 50% thereof, for a further 6 months' period after the executive's service has terminated.
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Remuneration outcomes | FY26

A snapshot of pay decision outcomes which were taken by the Committee in terms of the approved FY26 Remuneration Policy, detailed further in the Implementation Report in Part III:

Component	Key Committee decisions FY26
FIXED PAY AND BENEFITS	Employees not included in collective bargaining units: - The cost of annual salary increases (effective 1 October 2025) which includes market adjustments where applicable reflects the cost discipline in the organisation. SA: 4,13%, US: 1,73%, Germany: 1,72%, Italy: 1,81%, Mozambique: 4,31%. - Details about market adjustments for members of the GEC are included on page 164 Employees covered by collective bargaining/co-determination agreements: - Increases in most jurisdictions are determined under multi-year agreements set over two to three years - SA: average⁵ 5,5%; Germany: 0%²; Italy: 0,86%; Mozambique: 5,6%. Implementation dates vary according to agreements
SHORT-TERM INCENTIVES¹	- For senior leaders in Expertise, Leadership and Group Leadership roles (221 as at 30 June 2026), the final STI amount was calculated as follows: - TGP or Base Salary x Target Incentive % x (Group Score 80% + IPF³ 20%) less fatality penalty. - For all other employees, the STI was calculated as follows⁴: - TGP or Base Salary x Target Incentive % x Group STI% (less fatality penalty) x IPF³ %. - The following percentages reflect the FY26 Group STI outcome: - Members of the GEC: 89,5% (out of a target of 100% and maximum potential of 150%) - Rest of participants between 89,5% and 93,5% depending on the role category and entity in which employees are employed (out of a target of 100% and a maximum potential of 150%). - The incentive plans for non-managerial employees resulted in final scores of between 91,5% and 93,5%.
LONG-TERM INCENTIVES¹	Executive Directors and Prescribed Officers: 50% of the FY24 Performance LTIs will vest in FY27 at 72%, (out of a target of 100% and stretch target of 200%) based on performance against the CPTs over the period 1 July 2023 to 30 June 2026. - The remaining 50% of the performance LTIs as well as the Restricted LTIs granted in FY24, will vest in FY29 subject to continued employment vesting conditions. This is in line with the approved FY24 Remuneration Policy. - The LTIs that were previously subject to the delivery of 300MW of Renewable Energy by 31 December 2026, will vest in FY27 as this target has now been met.

PART I: REMUNERATION COMMITTEE CHAIRMAN'S BACKGROUND STATEMENT



DR. MARTINA FLÖEL // Chairman of Remuneration Committee

Dear stakeholders

FY26 marked an important year in the execution of Sasol's strategic agenda. Building on the strategic direction articulated at the 2025 Capital Markets Day, Sasol continued to advance its plans to strengthen, grow and transform the business, supported by a disciplined financial framework. Throughout the year, the Committee carefully considered progress against these strategic commitments to ensure that remuneration outcomes remained aligned with performance, strategy execution and sustainable long-term value creation.

“ I am pleased to present the Remuneration Report for the financial year ended 30 June 2026. FY26 marked an important year in the execution of Sasol's strategic agenda. As the Company progressed its plans to strengthen, grow and transform the business in an evolving global environment, the Committee remained focused on ensuring that our Remuneration Policy and outcomes continued to support the delivery of our strategic objectives, sustainable performance and long-term value creation. **”**

KEY MESSAGES

During FY26, the Committee focused on:

- Aligning remuneration outcomes with Sasol's strategic priorities and long-term value creation objectives.
- Recognising performance across the Group, Business Units and individual employees.
- Reviewing the Remuneration Policy to ensure continued alignment with strategy, governance requirements and shareholder expectations.
- Retaining key and critical talent while maintaining a disciplined approach to cost management in a challenging macroeconomic environment.

The Remuneration Committee remains focused on ensuring that our reward framework supports Sasol's strategic ambitions, incentivises the achievement of both short- and long-term priorities, reflects shareholder expectations and enables the attraction and retention of critical talent. Our unwavering commitment to safety remains a fundamental consideration in all discussions relating to performance, behaviour and remuneration outcomes.

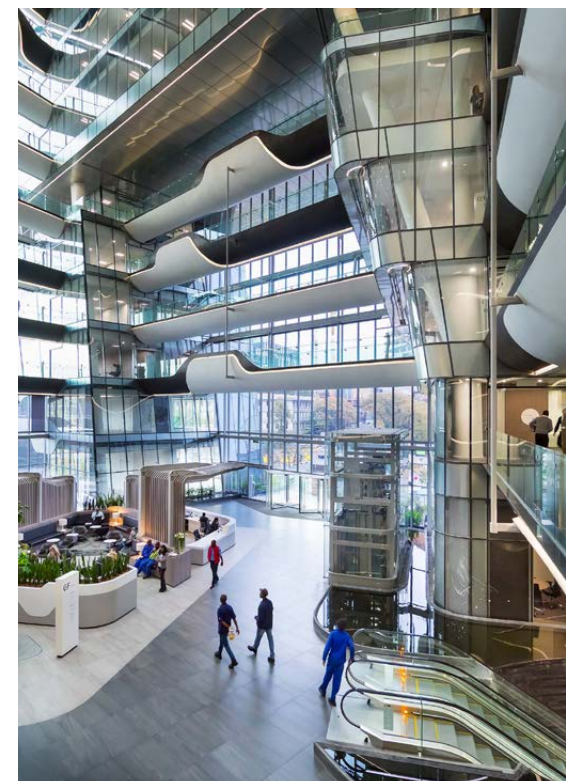
In addition to its review of the forward-looking Remuneration Policy detailed in Part II, the Committee also considered and approved market-related, competitive remuneration structures for FY27.

As Sasol continued to advance its strategic agenda, the Committee carefully considered the Group's performance against agreed targets and assessed whether performance measures and milestones remained appropriately aligned with the achievement of Sasol's priorities over the short- and long-term periods.

Shareholder feedback and engagement

We value the continued engagement and support of our shareholders. At the 2025 Annual General Meeting, the Remuneration Policy received 93,93% shareholder support, while the Implementation Report received support of 97,43%.

In June 2026, I, together with management, met with major institutional shareholders ahead of the FY27 remuneration cycle to discuss policy developments and remuneration structures. Shareholder feedback was carefully considered and, where appropriate, incorporated into the FY27 remuneration framework, further strengthening the alignment between remuneration, performance and sustainable long-term value creation.



PART I: REMUNERATION COMMITTEE CHAIRMAN'S BACKGROUND STATEMENT CONTINUED



During the year under review, the Remuneration Policy was formally reviewed against prevailing market practice and the remuneration frameworks of relevant peer companies to assess its continued competitiveness, appropriateness and alignment with Sasol's strategic objectives. The review did not identify any material gaps or strategic considerations requiring policy changes, but the policy was updated to ensure alignment with the changes to the Companies Act 71 of 2008, as amended by the Companies Amendment Act 16 of 2024 – South Africa (Companies Act) sections 30A and 30B, the JSE Listings Requirements and Principle 11 of the King V Report on Corporate Governance™ in South Africa, 2025. Accordingly, the Committee elected to retain the core principles and overall structure of the Remuneration Policy, recognising that stability and consistency support the successful execution of Sasol's strategy. No material changes were made to the Policy framework, although annual incentive design principles (including the formula used in the calculation of incentives) and performance targets were refined to reflect the Group's evolving strategic priorities. The Committee will continue to monitor external developments and shareholder expectations to ensure that the Policy remains fit for purpose.

The Committee also ensured that the FY26 incentive frameworks remained closely aligned with the delivery of Sasol's strategic priorities. The annual incentive framework was refined to strengthen accountability for the execution of key near-term priorities focused on improving operational performance, strengthening cash generation and supporting the delivery of commitments made at the 2025 Capital Markets Day.

To further strengthen capital discipline and cash generation, the sustenance capital expenditure target was incorporated into the free cash flow to turnover metric, enhancing the relationship between operational performance, capital allocation and cash outcomes.

The long-term incentive framework was similarly refined to support the delivery of Sasol's strategic priorities over the FY26 – FY28 performance cycle.

The Return on Invested Capital (ROIC) measure was temporarily replaced with performance measures that more directly support the Group's current focus on strengthening the foundation business, improving financial resilience and reducing net debt. The Committee intends to reconsider the inclusion of ROIC as the capital investment programme progresses and value creation priorities evolve.

New LTI measures were introduced to drive sustained improvement in cash generation and operational resilience, including a target for the International Chemicals business to achieve an EBITDA margin of 15% by FY28, and for the South African business, a target to reach a breakeven oil price of US\$50 by FY28.

Legal and Regulatory Update

On 22 May 2026, sections 30A and 30B of the Companies Act came into force with immediate effect. These sections replace the previous non-binding advisory voting regime under the JSE Listings Requirements with an ordinary vote regime. Specifically:

- **Section 30A** provides that the Remuneration Policy, detailed in Part II of this Report, must be presented at the AGM for approval by shareholders through an ordinary resolution every three years or whenever a material amendment to the policy is made, whichever occurs first.
- **Section 30B** provides that the Remuneration Report, comprising the Background Statement, a copy of the Remuneration Policy, and the Implementation Report must be presented at the AGM for approval by shareholders through ordinary resolution every year. Section 30B also introduces certain remuneration disclosures that must be made in the Implementation Report, detailed in Part III of this Report.

Regulatory compliance

Our reporting complies with the:

JSE Limited (JSE) Listings Requirements	IR	AFS
United States Securities and Exchange Commission (SEC) rules and regulations	20-F	
South African Companies Act 71 of 2008, as amended	IR	AFS
King IV and V™ Reports on Corporate Governance for South Africa	IR	AFS

The Committee's focus for the year under review

To ensure that Sasol's remuneration practices remain competitive, for purpose and aligned with the Group's strategy, the Committee undertook the following key activities during FY26:

- Reviewed and approved the executive remuneration mix against relevant market benchmarks, informed by advice from the independent remuneration advisor.
- Approved the annual salary increase budgets for the workforce.

- Approved salary increases (and some market adjustments) for Prescribed Officers and recommended to the Board for approval salary increases for the Group Company Secretary, the Chief Assurance Officer and the Executive Directors. These included market adjustments where appropriate.
- Approved the design principles and performance targets applicable to the FY26 short-term and long-term incentive plans.
- Reviewed remuneration practices, policy provisions and reward structures against market developments and relevant peer companies.
- Reviewed horizontal and vertical pay gap analyses across our operations with more than 200 employees, confirming the absence of systemic discriminatory remuneration practices. In South Africa, this included both race- and gender-based pay equity assessments, as well as the remuneration gap review prescribed by section 30B of the Companies Act.
- Considered people-related risks and trends as reported through the Group's risk management processes.
- Assessed whether any circumstances arose requiring the application of the Malus and Clawback Policy and confirmed that no such intervention was necessary during the year.
- Conducted a scheduled review of and approved remuneration-related policies, including those dealing with minimum shareholding requirements, malus and clawback provisions and executive remuneration recovery mechanisms.
- Considered shareholder voting outcomes, investor feedback and external advisor commentary on the Remuneration Report, and reviewed opportunities to further enhance remuneration disclosures and stakeholder engagement.
- Reviewed the Committee's Terms of Reference and annual work plan and approved the continued appointment of the independent remuneration advisor (Deloitte SA), for the next financial year.

In the context of developing a compelling employee value proposition, the Committee also considered initiatives aimed at strengthening organisational effectiveness, inclusion and sustainable performance. In this context, the return of South African office-based employees to the office environment, five days per week, was supported as a means of enhancing collaboration, accountability and cross-functional integration in support of Sasol's strategic priorities.

PART I: REMUNERATION COMMITTEE CHAIRMAN'S BACKGROUND STATEMENT CONTINUED



During the year, Sasol's South African operations implemented a revised retirement fund strategy that intends to consolidate the number of retirement funds available to employees from four to two. This harmonisation enabled the introduction of a more cost-effective and enhanced group risk benefit structure for participating employees. The implementation commenced during the second half of FY26 and is expected to be finalised in FY27.

In addition, the Committee reviewed workforce trends, including gender representation and workforce turnover with a particular focus on the Group's ability to attract, retain and advance key talent segments. Consistent with emerging governance expectations and Sasol's commitment to transparency, we voluntarily decided to disclose in the Implementation Report, the gender pay gap for our South African workforce, reinforcing our commitment to fairness, responsible governance and an inclusive workplace culture.

Remuneration outcomes align with business outcomes

FY26 represented a year of continued operational and financial recovery for Sasol. The Group delivered a materially improved performance relative to prior years, supported by stronger operational execution, improved production volumes, disciplined cost management and positive free cash flow generation. Performance against sustainability objectives was mixed, but the Committee was very pleased with the significant improvements in the Process and Occupational Safety performance. Notwithstanding these improvements, the Group suffered the tragic loss of two employees. The Committee extends its sincere condolences to their families, colleagues and loved ones. Safety remains an area of continued focus for management and the Board.

Against this backdrop, the Committee considered the outcomes of both the annual Short-term Incentive (STI) and Long-term Incentive (LTI) plans. While financial performance improved meaningfully, certain financial measures remained below target. At the same time, management delivered strong operational, strategic and sustainability outcomes that support the long-term resilience, competitiveness and value creation potential of the business. The Committee therefore exercised its judgement within the approved policy framework to ensure that remuneration outcomes appropriately reflected both the improved financial performance and the delivery of critical strategic objectives.

Accordingly, the Committee approved an FY26 STI outcome that recognises the strong delivery while remaining aligned with the Group's affordability position. In respect of the FY24

LTI awards vesting in FY27, the Committee approved outcomes that reflected performance over the three-year period, including progress against the Group's ESG commitments, balanced against outcomes on certain financial and shareholder return measures.

There was no trigger identified in the past year to implement the Clawback and Malus or the Executive Recovery Policies.

Fit for purpose incentive designs

The Group's incentive plans continue to motivate and reward employees in a manner that enables operational performance, reinforces desired behaviours and promotes sustainable value creation.

Recognising the critical contribution of operational employees, plant-level production incentive plans in Southern Africa remained in place during FY26. These plans are designed to be simple, transparent and focused on the safe, efficient and reliable delivery of operational outcomes, while supporting an inclusive performance culture. The overall cost of these plans remains capped at the equivalent cost of partial participation (~15% – 40% of the STI target amount per role category) in the Group's STI plan.

During FY26, the Group introduced the My Marketing and Sales Incentive Plan as a pilot initiative. The pilot is intended to evaluate the effectiveness of a more tailored incentive approach for marketing and sales roles, consistent with the Group's remuneration principles. The review at the end of the year confirmed that this Plan did not meaningfully change the performance and will therefore be reviewed in FY27.

Top Up: LTI Pool

In 2022, shareholders approved an allocation of shares equivalent to 5% of the Company's issued share capital to support future LTI awards. Owing primarily to the significant depreciation in the Sasol share price since then, the approved share pool is expected to be fully utilised earlier than originally anticipated.

Having considered alternative approaches, including cash-settled awards, we concluded that equity-settled awards remain the most appropriate mechanism to align executives' interests with those of shareholders. Accordingly, we will seek shareholder approval at the 2026 AGM to replenish the LTI pool to 5% of the Company's issued share capital, which, based on current modelling assumptions, is expected to support future awards until at least 2032.

Looking Forward: FY27

In preparation for the FY27 Remuneration Policy review, I, with members of management, engaged with major institutional investors representing approximately 40% of issued share capital to discuss proposed policy refinements.

The Committee carefully considered the feedback received and incorporated those recommendations that were aligned with the Group's remuneration philosophy, strategic priorities and governance objectives.

A key policy change is the removal of the Individual Performance Factor from the calculation of short-term incentive awards for members of the Group Executive Committee. As a result, STI outcomes for the GEC will be determined solely based on performance against the Group STI scorecard, consistent with prevailing market practice. There will be no change to the Performance Management Policy.

The FY27 Remuneration Policy presented in Part II of this Report will be tabled for shareholder approval at the November 2026 AGM.

Independent Advisor

During the year, the Committee engaged external advisors as required to support the effective discharge of its responsibilities. Following a formal procurement process, Deloitte South Africa was appointed as the Committee's independent remuneration advisor and attended Committee meetings from 1 September 2025.

The Committee is satisfied that the advisor operated independently throughout the year and complied with all applicable governance and independence requirements.

Closing

The Committee remains committed to maintaining a remuneration framework that is fair, responsible and aligned with Sasol's strategic priorities, values and long-term objectives.

We believe that the remuneration outcomes reflected in this report appropriately recognise performance, support the successful execution of our strategy and promote sustainable long-term value creation for shareholders and other stakeholders.

We thank our shareholders for their continued engagement and support and look forward to ongoing constructive dialogue as we continue to strengthen, grow and transform Sasol.

DR. MARTINA FLÖEL

Chairman of Remuneration Committee

28 August 2026

PART II: SECTION A – REMUNERATION POLICY

Overview of remuneration elements

Subject to shareholder approval being obtained under section 30A of the Companies Act, this Remuneration Policy will operate on a forward-looking basis for FY27 to FY29, and will remain subject to periodic review by the Committee to ensure that it remains fit for purpose.

Where the Committee determines that a material amendment to this policy is necessary before the three-year approval cycle lapses, such amendment will be disclosed and the revised Remuneration Policy will be resubmitted to shareholders for fresh approval prior to implementation.

The Committee is responsible for determining whether a proposed amendment is material, considering its likely effect on remuneration outcomes and shareholder expectations.

This Remuneration Policy is designed to operate as an enduring framework setting out the Group's policy on remuneration, with detail specific to each financial year disclosed separately in Part III, the Implementation Report, for the relevant financial year.

Part II is divided into two sections: Section A sets out the Policy principles applicable to executive management; Section B sets out the Policy principles for the wider workforce.



EXECUTIVE REMUNERATION

Fixed Pay

Base salary or Total Guaranteed Package (TGP) is offered depending on location. TGP (in SA) includes the base salary and the cost of all employer contributions to approved benefit funds.

Broad pay bands are set with reference to location and sector median benchmarks that reflect the complexity, scope and scale of our business to ensure that we attract and retain the employees required to drive the Group's strategic objectives.

The Committee approves the cost of annual increases after considering market and economic data as well as affordability.

Individual increases are approved by the Committee (for Prescribed Officers) and the Board (for the Executive Directors and the Company Secretary) having regard to the benchmarks, budgets and individual performance.

Application

Salaries are paid monthly in all jurisdictions, except in the United States where bi-weekly payments are processed. In Germany, annual salaries are divided by 13 to enable payment of a 13th cheque in November.

Annual salary increases are effective 1 October. Market or internal equity adjustments are approved when considered appropriate.

Benefits and Allowances

Benefits include, but are not limited to, membership of a retirement plan, healthcare, and risk cover which in some cases may be partly subsidised by the Company.

- Informed by market practice, Executives can structure a car allowance from their TGP, or a dedicated Company-owned vehicle may be provided, depending on location.
- Leave benefits are globally aligned and unused leave is paid out at service termination.
- Additional benefits and allowances are offered to employees on expatriate assignments.
- A chauffeur service is available for business travel and occasional private use and taxed accordingly.

Application

Benefits are designed in accordance with the relevant market practice for each jurisdiction within which we operate.

Benefits are offered for retirement, for reasons of sickness, including health insurance, temporary and permanent disability, incapacity, or death.

PART II: SECTION A – REMUNERATION POLICY CONTINUED

Overview of remuneration elements continued

EXECUTIVE REMUNERATION VARIABLE PAY

Application

The Committee regularly reviews year-to-date performance against the Group STI Scorecard.

The Committee will from time to time review the appropriateness of the Fatality penalty and its application to the final STI calculation.

The CEO, subject to Committee approval, may apply a discretionary modifier of between 50% and 150% at year-end. This mechanism is intended to recognise the extent to which a BU has contributed to or detracted from Group performance, particularly in relation to free cash flow generation and the achievement of sustainability objectives.

The Committee approves the final Group STI outcomes in the August meeting after the end of the financial year, also considering affordability and overall organisational performance. The Committee applies its discretion in terms of the final STI score.

Approved pay-outs are processed with the September salary.

Short-term Incentive

We apply a single STI plan based on a Group Scorecard. The detailed targets and weightings in the Group Scorecard are approved at the August Committee meeting for the new financial year, ensuring alignment with the strategic priorities. Target incentive percentages are aligned with the market median.

The Committee will annually determine the appropriate split between financial targets and non-financial KPIs which incorporate a focus on economic, social and environmental objectives.

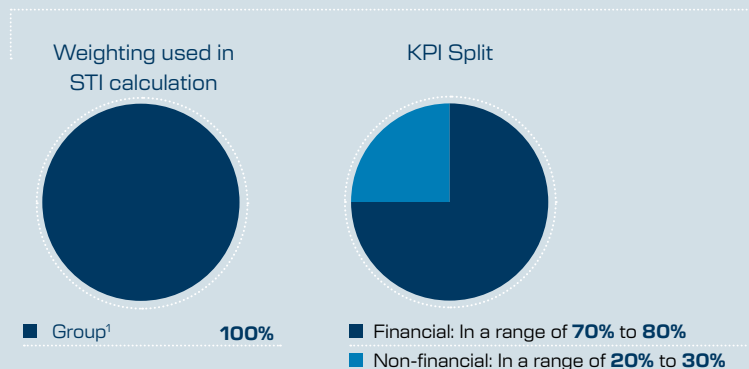
The Group Scorecard contributes 100% to the STI calculation (after the application of penalties or moderation as appropriate).

To safeguard the affordability of incentive outcomes, the Committee will at the start of the new financial year, determine the affordability guardrails considering the prevailing business circumstances.

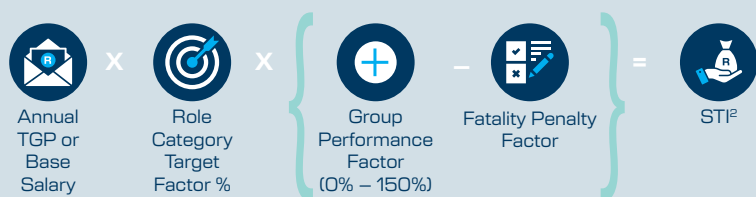
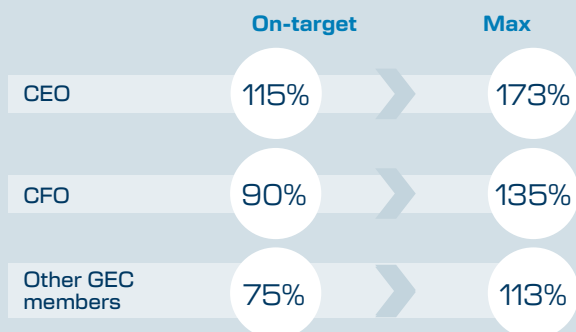
The Group Scorecard is designed to evaluate outcomes against metrics set at threshold (0%); target (100%) and stretch (150%). Where appropriate, a straight-line between these points determines the final outcomes.

The Malus and Clawback Policy applies to all variable pay awards, as does the Sasol Executive Compensation Recovery Policy.

➤ STI performance outcomes for FY26 are set out on page 166



The absolute maximum of pay-outs is set at:



¹ Group STI scorecard after the application of the fatality penalty as applicable

² Could be modified at the discretion of the Committee

PART II: SECTION A – REMUNERATION POLICY CONTINUED

Overview of remuneration elements continued

EXECUTIVE REMUNERATION VARIABLE PAY

Long-term Incentive Plan

We offer a single LTI plan to all eligible participants, which is Equity- or Cash-settled. LTI grants are awarded annually to eligible employees, where the underlying value is tied to the market value of a Sasol ordinary share for Southern African participants or an American Depositary Receipt (ADR) for international participants, subject to vesting conditions.

Annual awards are made with reference to a percentage of base pay or TGP, and a number of factors including local market practice, individual performance, the organisation's requirement for skills retention and contribution to long-term achievement of corporate performance targets.

Vesting of awards is subject to the achievement of Corporate Performance Targets (CPTs) and/or service criteria. The CPTs are aligned to the strategic priorities of the Group, and are designed to ensure delivery of those medium- to long-term objectives.

LTI grants are linked 100% to Corporate Performance Targets and have a performance-based vesting period of three years.

Application

LTIs form an important part of our reward mix and are governed by the 2022 LTI Plan Rules approved by shareholders.

Target award levels as well as the corporate performance targets are regularly reviewed to ensure ongoing market competitiveness and alignment to strategic priorities over the medium to long term.

The Committee considers the potential impact of windfall gains/windfall losses at the vesting date and is required to apply fair and transparent discretion where this may result in unintended consequences.

Employees leaving Sasol's service for reasons of dismissal, resignation or mutually agreed separation forfeit outstanding LTI grants.

For 'good leavers', being employees whose service terminates due to retirement, retrenchment, ill-health or disability, outstanding awards are retained. Vesting conditions remain in place, subject to the Committee's discretion.

Minimum Shareholding Requirement (MSR) and Post-cessation Holding Requirements

MSRs are determined in accordance with the Group MSR Policy, as amended from time to time. MSRs are applicable to all Executive Directors and Prescribed Officers and are stated as a percentage of annual pensionable salary on the appointment date, or as reviewed thereafter:

- President and CEO: 300%
- Group Chief Financial Officer: 200%
- Other Executive Directors and Prescribed Officers: 100%

Prescribed Officers are allowed a period of six years to attain the MSR and Executive Directors a period of five years.

Participants are required to retain the vested after-tax shares until the MSR has been met whereafter they may elect to either sell or retain the vested shares above the MSR level as held in personal beneficial holdings.

The post-cessation holding requirement applies for a period of 12 months post service termination or when the employee is no longer a Prescribed Officer. Thereafter, it reduces to 50% of the MSR for a further six months.

The target and maximum pay-outs are as follows:

LTI	On-Target ^{1,2}	Maximum ³	Performance LTIs
CEO	150%	300%	
CFO	125%	250%	100%
Other members of the GEC	110%	220%	

1 Calculated as a percentage of Annual TGP or Base Salary

2 On-target award: The on-target award may be determined within a range around the target level, at the discretion of the Committee or Board, as appropriate, having regard to individual performance, retention risk, and the scarcity of critical skills.

3 Maximum award: An increase in the on-target award level will not result in a corresponding increase in the maximum award opportunity, even where stretch performance is achieved. The maximum pay-out is capped and excludes the impact of any share price appreciation.



PART II: SECTION A – REMUNERATION POLICY CONTINUED

Overview of remuneration elements continued

EXECUTIVE REMUNERATION

Clawback and Malus

The Clawback and Malus policy as amended from time to time applies to all awards made under the STI and LTI plans.

➤ Clawback Policy

This policy refers to the recoupment, during a period of up to three years after the payment/settlement of an award, from a current or former recipient of an award.

Trigger events for the Clawback policy include:

- the discovery of a Material misstatement resulting in an adjustment to the Company's audited accounts (or the audited accounts of any Sasol Group company);
- the discovery that any information or the assessment of any performance condition(s) used to determine an award was based on erroneous, inaccurate or misleading information, resulting in a Material error in the calculation of an award;
- any act of, or omission by, the participant that directly or indirectly contributed to any inaccuracy, error or misleading information referred to above;
- the discovery of an event that occurred prior to award, vesting or accrual that has led to the censure of the Company or any Sasol Group company by a regulatory authority, or has had a Materially detrimental impact on the reputation of the Company or the Sasol Group, and which event was caused by or ought reasonably to have been prevented by the participant;
- the discovery of an event that occurred prior to award, vesting or accrual that amounted to a Material failure of, or error in, risk management or financial management, which was caused by or ought reasonably to have been prevented by the participant; and/or
- the discovery of conduct that occurred prior to award, vesting or accrual which, in the reasonable opinion of the Committee, constitutes gross misconduct by the participant.

An Executive Compensation Recovery Policy in line with SEC requirements and applicable to Executive Directors and Prescribed Officers (Executive Officers) is in place. Where the Company is required to prepare a Restatement due to material noncompliance with any financial reporting requirements, the provisions of the Recovery Policy will govern the recovery of erroneously awarded compensation from Executive Officers. Where the provisions of the Recovery Policy are not triggered, the provisions of the Clawback and Malus Policy will apply. These policies are available on request.

➤ Malus Policy

The policy refers to the reduction and forfeiture in full or in part of an award before the relevant vesting date or accrual date.

Trigger events for the Malus policy are:

- the Company financial statements having been materially restated (other than a restatement due to an appropriate change in accounting policy or to rectify a minor error);
- the discovery that any information or the assessment of any performance or other condition(s) used to determine an award was based on erroneous, inaccurate or misleading information, and led to a Material error in the calculation of an award;
- the Company having suffered a Material downturn in its financial performance;
- the Company at any time suffered a Material failure or error in risk management or financial

management (which failure or error was caused by or ought reasonably to have been prevented by the participant);

- the Company having been censured by a regulatory authority, which censure was caused by or ought reasonably to have been prevented by the participant;
- the participant having deliberately misled the Company on the financial performance or position of the Company;
- the participant's actions having amounted to misconduct or poor work performance that did not result in a termination of employment; and/or
- any other matter which, in the reasonable opinion of the Committee, is required to be considered to comply with prevailing legal and/or regulatory requirements.

The process which will be followed in the eventuality that a Trigger event is identified, to ensure that any exercise of discretion is procedurally and substantively fair:

Trigger event
identified

Initial
Assessment

Investigation and
Recommended action

Employee
Representation

Determine severity
and impact, level of
accountability

Opportunity provided to
submit representations
on proposed action

Documentation
and Reporting

Decision and
Implementation

Remuneration
Committee Evaluation

May escalate to the
Board as needed

Assessment of findings
and evaluation of impact

PART II: SECTION A – REMUNERATION POLICY CONTINUED

Remuneration Committee: Risk and Governance

Sasol conforms to all applicable statutes and remuneration regulations and governance codes in the different jurisdictions where it conducts business and the Committee conducts itself in accordance with its Terms of Reference as amended from time to time.

The Committee is appointed by the Board to assist in ensuring that the Group pays its employees in a fair, responsible and transparent manner by putting in place affordable, competitive and equitable reward systems that encourage the accomplishment of strategic goals and favourable results over the short, medium and long term.

Following careful evaluation of performance in relation to the pre-approved targets that have been established for the performance period, all incentive pay-outs and the vesting of performance LTIs are authorised. Salary increases are approved individually by the Committee for Prescribed Officers and by the Board for Executive Directors, the Chief Assurance Officer and the Group Company Secretary. Members of management are recused from meetings when matters impacting their own remuneration are discussed. In these meetings, the Committee discusses and confirms all decisions taken without management present.

The Committee ensures effective risk management oversight in relation to material remuneration risks within its scope.

The following processes mitigate against unintended outcomes and risks:

- The Committee considers people related risks on a quarterly basis.
- The Remuneration Policy is transparent and made available to all stakeholders.

- All executive reward policy exceptions are approved by the Committee or the Board, as appropriate.
- Incentive plan design principles and targets as well as the reward mix are reviewed annually to ensure alignment with strategy and the market.
- The vesting of LTI plans is subject to corporate performance and/or time-based criteria.
- Grants are never backdated nor awarded in a closed period.
- Executives do not approve their own benefits or remuneration and are recused from all discussions relating to their own remuneration.
- The maximum incentive awards, based on performance outcomes, but not share price movement, are capped by a pre-approved formula.
- The Committee retains discretion to alter any reward outcomes or deviate from this Policy if this is considered to be in the best interests of the Company.
- MSRs and post-cessation shareholding requirements are implemented for Executive Directors and Prescribed Officers.
- A comprehensive Malus and Clawback Policy as well as an Executive Compensation Recovery Policy apply.

www.sasol.com The Committee's Terms of Reference and the Group Remuneration Policy are available on our website: www.sasol.com



PART II: SECTION A – REMUNERATION POLICY CONTINUED

The use and application of remuneration benchmarks

The Remuneration Committee is responsible for approving the comparator group used for remuneration benchmarking. The comparator group is designed to reflect the market within which the Company competes for executive talent and typically includes organisations of comparable scale, complexity, geographic reach and industry profile. In assessing comparability, the Committee considers factors such as enterprise value, revenue, market capitalisation, business model and operational complexity. The peer group is reviewed periodically to ensure its continued relevance and to reflect changes in the Company's strategic positioning and the external market environment.

The peer group includes a balanced combination of companies that have a primary listing on the JSE Ltd and international chemicals and energy companies, and includes those with a broadly similar geographic footprint and/or product suite and enterprise value. For the calculation of the executive paylines in South Africa, Germany and the US, a cost-of-living factor between these countries and the countries where the data originates is applied. International data is converted by using a historical 18 month average exchange rate to moderate foreign exchange rate volatility.

The Committee will review the composition of the peer group annually to ensure its continued relevance and appropriateness. Changes to the individual companies included in the peer group will not constitute a material amendment to this Policy. Any changes to the peer group, from time to time, will be disclosed accordingly.

Peer group used for Executive remuneration benchmarking purposes

For FY27, the following table sets out the approved comparator group applicable for executive remuneration benchmarks.

JSE listed sub-group (~47%) ¹	Chemicals sub-group (~27%)	Energy sub-group (~27%)
➤ AngloGold Ashanti plc	➤ Clariant AG	➤ CVR Energy Inc
➤ Bidvest Group Ltd	➤ Evonik Industries AG	➤ HF Sinclair Corp
➤ Gold Fields Ltd	➤ Huntsman Corp	➤ Origin Energy Ltd
➤ Harmony Gold Mining Ltd	➤ Lanxess AG	➤ Repsol S.A.
➤ Impala Platinum Holdings Ltd		
➤ Kumba Iron Ore Ltd		
➤ Valterra Platinum Ltd ²		

Retention awards and Buy-out awards

The Buy-Out and Retention Award Policies may be used in the recruitment and retention of current or prospective employees either as part of compensation for variable pay awards forfeited with the previous employer due to the resignation, or for retention purposes.

The Committee or the Board, as appropriate, may approve retention awards in cash and/or LTIs where there is a demonstrable retention risk relating to individuals occupying critical roles or possessing scarce skills. Retention awards will be used selectively and only where other remuneration mechanisms are considered insufficient to mitigate the identified retention risk. Such awards will be subject to specified vesting, forfeiture, malus and clawback provisions.

In all cases, retention, buy-out or sign-on awards are subject to work-back periods. In cases where the work-back period is not completed, LTIs are forfeited, and cash awards must be repaid.

Peer group used for relative Total Shareholder Return (rTSR) purposes in the LTI plan

The table below outlines the companies in the peer group, equally weighted, and used in respect of the rTSR target for the FY27 LTI award.

JSE listed sub-group	Chemicals sub-group	Energy sub-group
➤ AECI Ltd	➤ Arkema S.A.	➤ Aker BP ASA
➤ African Rainbow Minerals Ltd	➤ Dow Inc	➤ Devon Energy Corp
➤ Exxaro Resources Ltd	➤ Eastman Chemicals	➤ APA Corp
➤ Glencore plc	➤ Lanxess AG	➤ Imperial Oil Ltd
➤ Impala Platinum Holdings Ltd	➤ LyondellBasell Industries N.V.	➤ Ovintiv Inc
➤ Valterra Platinum Ltd ²	➤ Evonik Industries AG	➤ Repsol S.A.

Executive service contracts

- Members of the GEC have permanent employment contracts with notice periods ranging from three to six months.
- The contracts provide for salary and benefits as well as participation in incentive plans based on Group, Business and individual performance as approved by the Board.
- GEC participants who are members of a South African Retirement Fund are required to retire from the Group and as Directors from the Board at the age of 60, unless they are requested by the Board to extend their term.
- Perquisites offered to the members of the GEC are disclosed in the Implementation Report.
- Executive employment contracts currently exclude restraint-of-trade provisions but do contain confidentiality obligations. No additional payments are made for loss of office or change of control of the Company.

¹ Weighting in the total peer group

² Anglo American Platinum Ltd (Amplats) post name change

PART II: SECTION A – REMUNERATION POLICY CONTINUED

Termination arrangements applicable to Group Executive Committee (GEC) including Executive Directors and Prescribed Officers

REMUNERATION	VOLUNTARY TERMINATION	INVOLUNTARY TERMINATION
Policy component	ie, resignation, mutually agreed separation	ie, retrenchment, redundancy, retirement or other reasons included under the definition of 'good leaver' as stipulated in the Sasol LTI Plan Rules (2022)
Base salary or TGP	Payable up to the last day of service including the notice period either in exchange for service or in lieu of the notice period.	Payable up to the last day of service including a three-to-six month notice period.
Health insurance	Benefit continues up to the last day of service.	Benefit continues up to the last day of service; SA employees who qualify for the post-retirement subsidy continue to receive the employer's contribution on condition that they remain a member of the employer plan.
Retirement and risk plans	Employer contributions are paid up to the last day of service. In most countries, the employee is entitled to the full value of the investment fund credit and any returns thereon; alternatively benefits under (now closed) Defined Benefits Funds in our European operations.	
Severance payments	Subject to Committee or Board approval, an <i>ex gratia</i> separation package may be agreed upon and will be disclosed in the Implementation Report.	A severance package calculated with reference to either the entity policy or framework, or local statutory requirements. Any packages paid out will be disclosed accordingly.
STI	If the Executive resigns on or after 30 June, there is an entitlement for consideration of the STI which may have been approved for the previous financial year, subject to the achievement of performance targets.	Provided the employee was employed for a period of at least three months of the financial year, a pro-rata incentive may be considered for the period in service during that financial year subject to an incentive being approved for the rest of the workforce in that OME or location.
LTI	All unvested LTIs are forfeited.	All vesting conditions remain unchanged. In the case of death, vesting is accelerated.

The Committee, considering the interests of shareholders and the Company, retains the discretion to make decisions which align with the remuneration philosophy, including in respect of the treatment of good and bad leavers. No additional payments are made for loss of office or change of control of the Company.



PART II: SECTION B – KEY PRINCIPLES OF SASOL'S REMUNERATION POLICY FOR THE WIDER WORKFORCE (EXCLUDING EXECUTIVE OFFICERS)

Sasol's remuneration philosophy is designed to support a high-performance culture, ensure fair, responsible and competitive pay, and align employee interests with long-term shareholder value. It supports our investment in Human Capital (HC), through our People Promise.

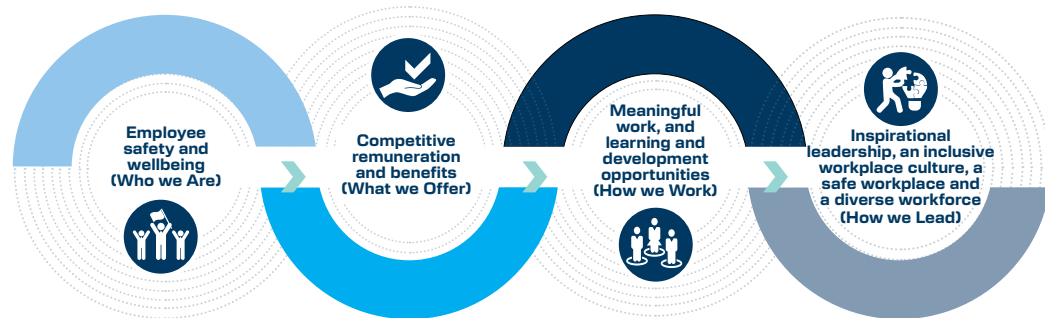
Our approach is underpinned by a structured job architecture, a commitment to fair and responsible pay and a suite of benefits and incentives tailored to the diverse needs of our global workforce as well as delivery of our strategic objectives.

Job Architecture and Collective Agreements

Sasol's job architecture is structured into seven broad bands, excluding the Group Executive Committee. Roles in the first three to five bands are typically governed by collective bargaining or co-determination agreements.

Employee Value Proposition HC

Sasol's Employee Value Proposition programme aims to promote and support:



Our Employee Value Proposition is grounded in our four cultural anchors, each deeply rooted in our Values

Safety

- › Safety is our **foremost priority** in all circumstances
- › Place safety of **people first**
- › **Commit** to safe production

Customer centricity

- › **Win** with customers
- › Enhance customer **experience**
- › **Innovate** for sustainable solutions

Care

- › Care for our **people, planet and communities**
- › **Caring leaders**, enabling goal **delivery** and a strong **team spirit**

Values Performance

- › **Own** our results
- › Understand and deliver on **drivers for performance**
- › Work together for the benefit of **One Sasol, one bottom line**

Employee Share Savings Plan (South Africa)

The Employee Share Savings Plan (the Plan) in South Africa has since inception created an ongoing interest in Sasol's performance as displayed through our share price. The Plan enables employees to acquire Sasol share fractions through monthly after-tax payroll deductions, with the company matching contributions up to R7 200 per annum (subject to tax). This plan is particularly popular among employees below senior management, who represent over 98% of participants.

The members of the Group Executive Committee (who are not allowed to participate in this Plan) review this matching arrangement from time to time and an amendment to this match will not constitute a material change to the Remuneration Policy.

Employee Wellbeing HC

Employee wellbeing remains a strategic priority. Our Wellbeing Programme is tailored to local needs and includes financial, emotional, physical, and legal support. In South Africa, where the majority of our workforce is based, the programme is digitally enabled and widely accessible.

Employees across all levels have access to:

- Health and risk insurance
- Retirement funds
- Special provisions for employees who suffer fatal injuries while in service

These offerings form a core part of our total Employee Value Proposition. In cases of employee fatalities, Sasol provides additional support to affected families, reinforcing our commitment to employee wellbeing.

Culture HC

Our Remuneration Policy is a key enabler of the culture we seek to create and support. A culture that is performance-driven, accountable and aligned with long-term value creation.

By linking reward outcomes to strategic KPIs, the Remuneration Policy reinforces behaviours that foster a values-based, performance-driven culture. It ensures that remuneration practices are fair, transparent, and competitive, while promoting ethical conduct and a shared commitment to Sasol's purpose and values.

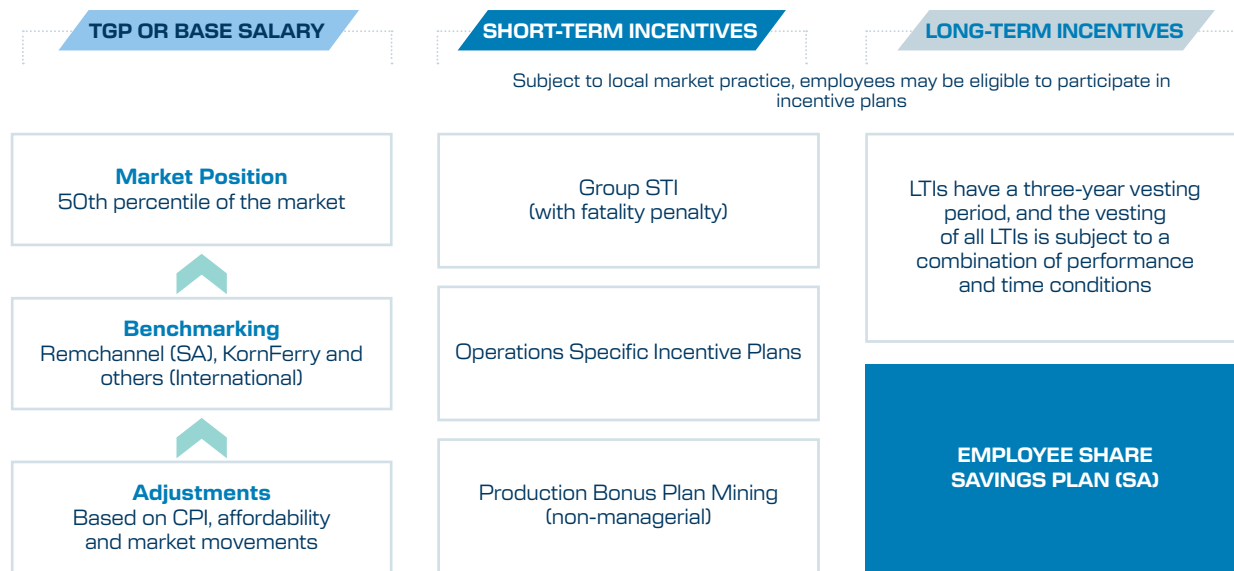
Remuneration Principles for Leadership and Senior Management

For Leadership and Senior Management, remuneration principles are closely aligned with those of the Executive Directors and other GEC members, with the exception of minimum shareholding requirements. Pay levels are benchmarked against the market median using reputable survey data, and annual increases are informed by projected market movement, inflation, and affordability. The cost of annual increases is subject to the Committee's approval.

Short-term incentives (STIs) for these levels are determined with reference to the Group STI Scorecard and individual performance, or other incentive plans as appropriate for the location and sector.

Participation in the Long-term Incentive (LTI) plan is discretionary and based on role criticality, retention requirements, performance and market competitiveness. Vesting is subject to performance and time-based conditions, with no accelerated vesting except in the case of death. All variable pay awards are subject to Sasol's Malus and Clawback policy.

PART II: SECTION B: KEY PRINCIPLES OF SASOL'S REMUNERATION POLICY FOR THE WIDER WORKFORCE **CONTINUED**



Supervisory, Operational and General Workers

Remuneration for supervisory, operational and general workers is designed to support the attraction, retention and motivation of employees while recognising the diverse industries, labour markets and operating environments in which we operate. Remuneration structures are informed by collective bargaining arrangements where applicable, as well as market competitiveness, internal equity, skills requirements, business performance and affordability.

Entry-level remuneration is benchmarked with reference to living wage standards and, in South Africa, generally exceeds applicable minimum sectoral requirements.

Employees may participate in a range of remuneration elements, including allowances, benefits and performance-based incentives, as appropriate to their role, operational environment and applicable employment arrangements.

Non-financial benefits may vary by location and operating context. Remuneration design principles are reviewed periodically to ensure continued alignment with our remuneration philosophy and business objectives.



PART II: SECTION C – NON-EXECUTIVE DIRECTOR FEE POLICY

Chairman and Non-Executive Director Fees

Non-Executive Directors (NEDs) are appointed to the Sasol Limited Board based on the competencies and experience required to guide the Group's long-term direction and provide independent oversight of performance against strategic priorities. NEDs also hold executive management accountable for delivering results over the short, medium and long term. To attract and retain individuals of the calibre required for a complex multinational organisation, NED fees are set at levels that reflect the scope and responsibilities of their roles.

The Company maintains a standalone non-Executive Director (NED) Fee Policy which sets out the criteria governing the determination and payment of non-Executive director fees. The NED Fee Policy addresses, amongst other things, the basis for setting and reviewing fees, the fee structure, market alignment and benchmarking methodology, the frequency and nature of fee payments, and ancillary matters such as travel, accommodation, and the reimbursement of expenses.

A copy of the NED Fee Policy is made available to shareholders when voting on the quantum of NED fees in terms of section 66(9) of the Companies Act. The actual NED fees paid in the year under review are disclosed in the Implementation Report (Part III).

NEDs do not participate in STI or LTI plans, and no arrangements exist for compensation in the event of loss of office. Fees are determined annually and paid pro-rata following each quarterly Board cycle.

From a fairness and equality perspective, NED fees are denominated in US dollars. However, for NEDs residing outside Europe, the UK or North America, a cost-of-living (COLA) adjustment is applied to reflect differences in living costs between the country of residence and the market on which the fee structure is based, to support equitable remuneration across geographies. South African NEDs are paid in ZAR. All other NEDs are remunerated in US dollars.

Sasol benchmarks NED fees against the same peer group used for executive remuneration. This group includes JSE-listed and international chemicals and energy companies with a comparable geographic footprint, organisational scale and complexity, as well as revenue and enterprise value. Fees are positioned around the 50th percentile of this peer group.

Management regularly conducts a comprehensive market review and proposes any adjustments to the Committee, which evaluates the proposals for increases taking into account the scope and time commitment of the role. The Committee recommends fees to the Board for review and endorsement, after which the proposed fee structure is, in line with regulatory requirements, submitted to shareholders for approval at the Annual General Meeting (AGM).



WHAT WE PAY

- Fixed fees
- No STI or LTI participation
- No loss of office payments
- Paid quarterly



HOW FEES ARE SET¹

- Benchmarked to Executive Remuneration Peer group
- Target 50th percentile
- COLA adjustments applied



WHO APPROVES

- Management recommends
- Committee reviews and recommends
- Board endorses
- Shareholder approval at AGM

¹ Volatility in foreign exchange rates is managed through the application of an average exchange rate calculated over a 12- or 18-month period.

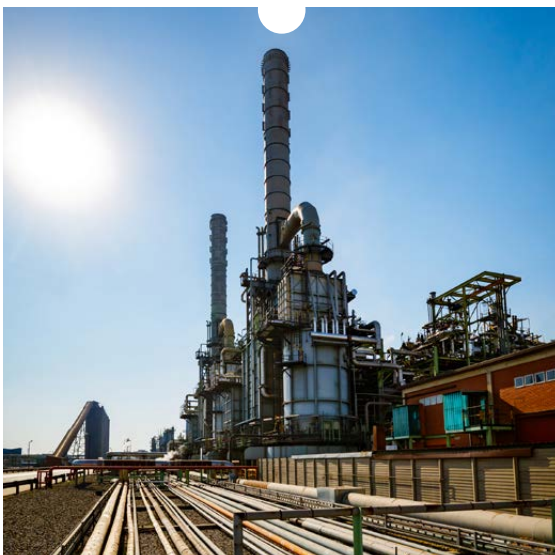


PART III: REMUNERATION IMPLEMENTATION REPORT

This section presents the Implementation Report, which reflects the decisions taken by the Committee in accordance with the FY26 Remuneration Policy during the financial year ended 30 June 2026. It outlines the relationship between Company performance and the remuneration outcomes of the Executive Directors and Prescribed Officers, as well as progress against the Minimum Shareholding Requirement (MSR). The FY26 Policy parameters are included in the Remuneration at a glance section.

The Committee confirms that remuneration outcomes for FY26 were determined in compliance with the Remuneration Policy approved by shareholders at the previous AGM on 14 November 2025, and there were no deviations from the policy during the period under review.

The tables in this section provide details of all remuneration received or receivable by members of the Group Executive Committee (GEC) during FY26, including the President and Chief Executive Officer, Executive Directors and Prescribed Officers.



Overview of the Implementation Report

Incentive Plan outcomes	- Group STI targets and performance outcomes. - Performance against Corporate Performance Targets (CPTs) applicable to LTIs due to vest in FY27, based on the performance period ended 30 June 2026. - Individual Performance Scorecard outcomes for Executive Directors.
Executive Directors and Prescribed Officers (tabulated separately)	- Remuneration, performance and benefits paid or payable, disclosed in accordance with the Total Earned Remuneration/Single Figure methodology. - Includes the estimated value of LTIs expected to vest in FY27 in respect of the performance period ended 30 June 2026. - Outstanding LTI holdings. - Progress against the Minimum Shareholding Requirement (MSR).
Pay gap disclosure	Pay gap disclosures for South Africa, aligned with the requirements of section 30B of the Companies Act.
NEDs	Fees approved for and paid in FY26.

Key Remuneration Outcomes

Salary/TGP adjustments	The cost of bargaining unit annual salary increases was as follows: South Africa: average across the Chemicals, Petroleum and Mining Sectors: 5,5%; Germany: 0% (negotiated agreement to defer to 2027); Italy: 0,86%; Mozambique: 5,6%. Implementation dates vary in accordance with collective bargaining agreements. The cost of non-bargaining unit annual salary increases, including, market adjustments where applicable effective 1 October 2025: SA: 4,13%, US: 1,73%, Germany: 1,72%, Italy: 1,81%, Mozambique: 4,31%. The Committee reviewed the remuneration of the members of the Group Executive Committee and determined that, for certain Executive Officers, guaranteed remuneration was materially below the level typically observed for comparable roles in the relevant markets. Accordingly, the Committee approved remuneration adjustments to reposition these executives' remuneration more appropriately within the market, taking into account the scope and complexity of their roles, individual performance and sustained contribution to the delivery of the Group's strategic objectives. The Committee recognises that the executive salary adjustments approved during the year exceeded the average salary increase awarded across the broader organisation. These adjustments were made following a review of external market competitiveness and reflected the need to address accumulated market positioning gaps in specific executive roles. While market benchmarking remains an ongoing component of the remuneration governance framework, the Committee expects future adjustments to be more closely aligned to normal annual remuneration review practices unless material market positioning considerations arise. The Committee carefully considers internal pay relativity, affordability and shareholder expectations before approving the adjustments. ➤ Detailed information is included in the tables on page 172
STI	STI outcomes in respect of the Group STI scorecard as approved by the Committee: 95,5% out of a target of 100% and a maximum opportunity of 150%, before the application of the Fatality Penalty which for the Executive Officers was six percentage points. - STI outcomes for levels below the GEC varied between 89,5% and 93,5% (after application of the fatality penalty).
LTI	For the period ended 30 June 2026, performance against the applicable Corporate Performance Targets resulted in an outcome of 72% against a target of 100% and a maximum opportunity of 200%.

PART III: REMUNERATION IMPLEMENTATION REPORT CONTINUED

STI Plan Outcomes

The outcomes of the FY26 STI are reflected in the Group STI scorecard ➤ refer to **page 166**, which outlines the results achieved against each KPI.

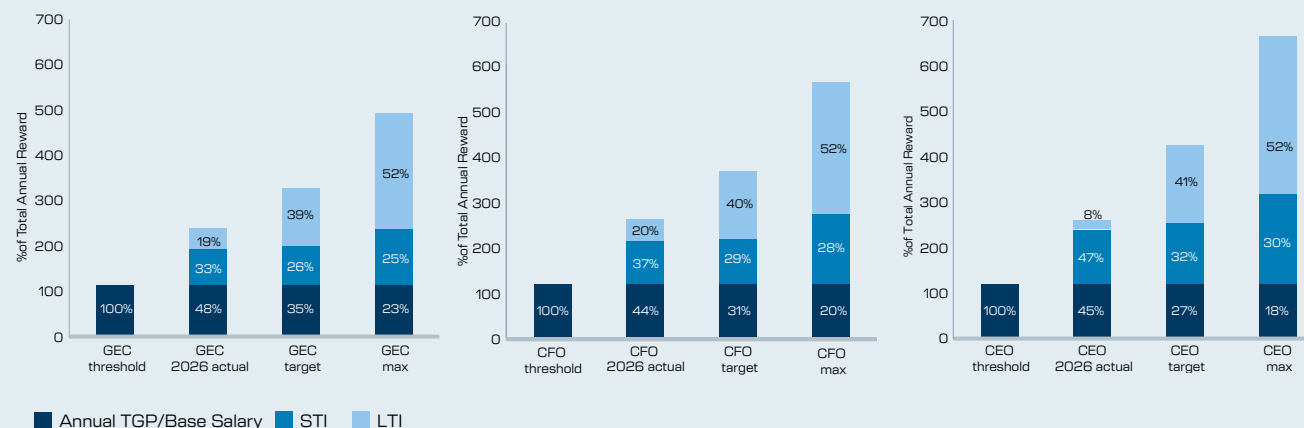
FY26 represented a year of improved overall performance for the Group, with notable progress across a number of key financial, operational and sustainability measures. Stronger production volumes, supported by improved equipment availability and coal quality, contributed to improved financial performance and enabled the Group to exceed its cash cost optimisation target. While production performance increased, there was an increase in the coal purchases due to lower own mining production, contributing to the Group not achieving 100% of the gross margin target. While free cash flow benefitted from the improved operational performance, higher than planned working capital moderated the overall outcome. The Committee was pleased with the overall improvement in process and occupational safety performance. However, the unfortunate occurrence of two fatalities during the year underscores that safety remains our highest priority.

The policy provision that provides for the discretionary ability to moderate non-financial performance outcomes to target where overall financial performance has not achieved 100% of target, is intended to ensure an appropriate balance between financial and non-financial performance and to protect the Group from unaffordable incentive outcomes. The Committee considered Sasol's overall performance, liquidity position, positive free cash flow generation and the affordability of the proposed incentive outcomes and agreed that the non-financial outcomes would not be capped at Target. Furthermore, many of the sustainability, operational and strategic outcomes achieved during FY26 are critical enablers of future value creation and reflect deliberate management actions taken to strengthen the business despite a challenging external environment.

This resulted in the following final STI scores (after the application of the fatality penalty):

- GEC: 89,5%
- All other STI participants: Between 89,5% and 93,5%, depending on role category and employing entity.

Group Executive Committee (GEC) remuneration mix



Remuneration Mix Outcomes

The graphs illustrate the remuneration mix approved by the Committee for the CEO, CFO and the average of the remaining GEC members together with the actual FY26 remuneration outcomes relative to these potential earnings.



PART III: REMUNERATION IMPLEMENTATION REPORT CONTINUED

FY26 Short-term Incentive Scorecard

The table below sets out the detailed performance outcomes against the FY26 performance targets approved by the Committee for the financial year.

	KPI – Key Performance Indicator	Unit of measure	Weighting	Threshold (Rating = 0%)	Target (Rating = 100%)	Stretch (Rating = 150%)	Achievement	FY26 score
ESG (People) (20%)	Occupational Safety	Occupational Safety: Number of Hospitalisations	10%	Hospitalisations ≥ 71 (scoring range 0% – 9,9%)	Hospitalisations = 62 (score 10%)	Hospitalisations ≤ 53 (scoring range 10,1% – 15%)	40	15%
	Process Safety	Process Safety: Number of all major and significant FERs	10%	Number of FERs ≥ 25 (scoring range 0% – 9,9%)	Number of FERs = 17 (score 10%)	Number of FERs ≤ 11 (scoring range 10,1% – 15%)	9	15%
ESG (Planet) (10%)	Energy Efficiency ¹	% Energy efficiency improvement	10%	0% Energy efficiency improvement from the FY25 baseline (scoring range 0% – 9,9%)	1% Energy efficiency improvement from the FY25 baseline (score 10%)	1,5% Energy efficiency improvement from the FY25 baseline (scoring range 10,1% – 15%)	0,501%	5%
Group Financials (70%)	Gross Margin ²	FY26 Gross margin	15%	Gross Margin: R110,7bn (scoring range 0% – 14,9%)	Gross Margin: R115,7bn (score 15%)	Gross Margin: R120,7bn (scoring range 15,1% – 22,5%)	R113,7bn	9,1%
	Secunda Operations Production Volumes	Secunda Production Volumes	5%	FY26 SO Production = 6 800 kt (scoring range 0% – 4,9%)	FY26 SO Production = 7 100 kt (score 5%)	FY26 SO Production = 7 300 kt (scoring range 5,1% – 7,5%)	7 260kt	7,0%
	Cash Fixed Cost Optimisation ²	Absolute CFC	15%	CFC of $\leq$ R68,8bn (scoring range 0% – 14,9%)	FY26 CFC target = R66,8bn (score 15%)	CFC of $\leq$ R64,8bn (scoring range 15,1% – 22,5%)	R65,4bn	20,4%
	Free cash flow generation	Free cash flow (before dividends paid and second-order capital) to turnover ratio	35%	FY26 FCF target/turnover ratio = 3% (scoring range 0% – 34,9%)	FY26 FCF target/turnover ratio = 5% (score 35%)	FY26 FCF target/turnover ratio = 7% (scoring range 35,1% – 52,5%)	4,4%	24,0%
Total								95,5%

¹ The FY26 STI Energy Efficiency improvement target measures year-on-year improvement relative to FY25 performance and was assessed in accordance with the approved FY26 STI Policy. This measure differs from the Group Energy Efficiency result reported in the Sustainability Report (page 101), which reflects cumulative performance against an FY05 baseline. As the two measures use different baselines (FY25 actual vs FY05 baseline), methodologies and weighting approaches, they are not directly comparable. The STI KPI reflects an improvement from the prior year.

² The STI Policy permits the normalisation of certain pre-approved factors to neutralise the impact of macroeconomic variables relative to the approved budget. Consequently, both positive and negative variances arising from these factors are excluded when assessing STI performance. In FY26, Cash Fixed Cost performance was normalised for exchange rate movements only. Gross Margin performance was normalised for exchange rate movements, Brent crude oil prices, refining margins, product differentials, certain chemical product prices, US tariffs not contemplated in the approved budget and year-end inventory NRV write-downs.

PART III: REMUNERATION IMPLEMENTATION REPORT CONTINUED

FY26 was a defining year for Sasol, characterised by strong leadership and disciplined execution that delivered materially improved operational, financial and strategic outcomes. Under the leadership of the CEO and Group Executive Committee, the Group achieved substantially improved Secunda production results, improved customer satisfaction and employee engagement results, strengthened operational resilience and advanced several strategic initiatives critical to Sasol's long-term competitiveness.

Significant progress was made in enhancing financial resilience, including a material improvement in South African break-even performance, delivery of Chemicals earnings despite challenging market conditions, successful execution of key refinancing initiatives, and strengthened liquidity and cash management. The executive team also advanced Sasol's strategic positioning through progress in sustainable products, decarbonisation initiatives and the development of the Group's longer-term strategic framework.

The individual performance component contributes to the final STI amount approved for payment. The STI awards for our Executive Directors were calculated with reference to their personal performance which carried a weighting of 20% in the final calculation. A summary of the scorecard outcomes is herewith presented:



SIMON BALOYI
President and Chief Executive Officer

Individual performance factor:

KPI	WEIGHTING	OUTCOME
Employee - Culture and Engagement	15%	Exceeded ●
Strategy – CMD execution plans	15%	Exceeded ●
Strategy – Emission reduction roadmap delivery	10%	Partially achieved ●
ESG – Sustainability roadmap and carbon tax	30%	Achieved ●
Strategy - Medium Term refinancing	15%	Exceeded ●
Improve Customer Centricity focus	15%	Achieved ●
Outcome¹	100%	110%



WALT BRUNS
Chief Financial Officer

Individual performance factor:

KPI	WEIGHTING	OUTCOME
Employee - Culture and Engagement	15%	Exceeded ●
Strategy – Strengthen Foundation Business Delivery	20%	Achieved ●
Strategy - Grow and Transform	10%	Achieved ●
Governance - Financial Controls and Integrated Business Planning	20%	Exceeded ●
Strategy - Medium Term Refinancing	15%	Exceeded ●
Partnerships - Carbon Tax	20%	Achieved ●
Outcome¹	100%	110%



VUYO KAHLA
Executive Director

Individual performance factor:

KPI	WEIGHTING	OUTCOME
Employee - Culture and Engagement	15%	Exceeded ●
Strategy – CMD execution plans	25%	Exceeded ●
Sustainability – ERP roadmap	25%	Achieved ●
Sustainability – Supply chain strategy	25%	Achieved ●
Governance – Second level assurance	10%	Achieved ●
Outcome¹	100%	110%

¹ Individual performance includes an 'above the line' element relating to individual performance goals and a 'below the line' element relating to values and compliance. Performance assessment includes a review of demonstrated behaviour in line with Sasol's values, management development, team effectiveness and ensuring a healthy succession pipeline.

Classification ● Achieved ● Partially achieved ● Not achieved

PART III: REMUNERATION IMPLEMENTATION REPORT CONTINUED

LTI Plan Outcomes: FY24 LTI award

The FY24 LTIs are due to partially vest in FY27 based on performance over the period 1 July 2023 to 30 June 2026. For members of the Group Executive Committee (GEC) and Senior Vice Presidents (SVPs), 50% of the performance-based awards are expected to vest, with the remaining 50% deferred for a further two-year period, subject to continued employment.

The awards were granted during FY24 at JSE share prices of between R238,62 (28 August 2023) and R134,50 (at 22 May 2024) (ADR prices of US\$12,80 and US\$7,58 respectively) and will vest subject to the fulfillment of the vesting conditions on the trading day immediately preceding the vesting date.

Vesting outcomes:

The outcomes against the Corporate Performance Targets (CPTs) reflect a balanced performance across the targets included in the FY24 LTI scorecard.

- **Reducing carbon footprint:** In assessing performance against the FY24 ESG targets, the Committee considered whether the outcome of any target may have been influenced by unintended consequences that were inconsistent with the Group's broader strategic objectives. Following a review of management's actions in relation to the International Chemicals GHG intensity target, the Committee concluded that the target outcome was not fully reflective of underlying performance and strategic value creation.

Deliberate strategic decisions to optimise the decarbonisation roadmap, preserve affordability and improve capital efficiency resulted in the Committee's decision to exclude the Chemicals Business GHG intensity reduction target from the scorecard. During the performance period, a United States Virtual Power Purchase Agreement (VPPA) with a project developer was postponed and capital was reprioritised in response to prevailing cash flow constraints and the Group's broader capital allocation priorities.

These decisions materially reduced the capital requirement associated with the decarbonisation programme from more than US\$300million to approximately US\$30 million, while maintaining progress toward International Chemicals' long-term 2030 greenhouse gas reduction commitments. The revised portfolio is based on lower-capital, higher-return initiatives that are expected to generate a positive cash flow contribution and create greater long-term value for shareholders. Importantly, the underlying strategic objective remains unchanged.

International Chemicals continues to make progress toward its 2030 emissions reduction target through a revised portfolio of projects, including the United States VPPA concluded with Akuo in June 2025 and the biomethane purchase agreements implemented in Italy. The Committee also considered that International Chemicals only accounts for 4,4% of the Group's total emissions and that they remain on track to achieve the 2030 roadmap.

Accordingly, the Committee exercised the discretion provided for in the FY24 LTI rules to exclude this target from the overall assessment. The FY24 LTI framework specifically allowed for such discretion to be applied in respect of ESG measures where unintended consequences or external factors could distort the intended outcome, recognising the significant uncertainty that existed in this area at the time the targets were set. Consistent with its commitment to maintaining the importance of non-financial performance measures, and in line with the principles approved in FY24, the Committee reallocated the weighting to the remaining ESG targets.

- **Procurement spend with Black women-owned businesses:** Performance against the 100% Black Women-Owned procurement spend measure exceeded target, with spend reaching 2,88% of Total Measured Procurement Spend (TMPs), above the target of 2,3%. This reflects continued progress in advancing supplier transformation and broadening participation by 100% Black woman-owned businesses in our supply chain.
- **Return on Invested Capital (ROIC):** Offshore operations remained below threshold across the performance period, mainly due to impairments, while Sasol South Africa delivered mixed performance over the three years, resulting in an overall outcome of 20%.
- **Relative Total Shareholder Return (rTSR):** Sasol's shareholder return ranked below the threshold percentile of the peer group, resulting in no vesting against this target.

These outcomes resulted in an overall achievement against the Corporate Performance Targets (CPTs) of 72%.

The companies included in the peer group used to assess Sasol's relative total shareholder return are listed below:

JSE listed sub-group	Chemicals sub-group	Energy sub-group
➤ AECI	➤ BASF	➤ Continental Resources
➤ AngloGold Ashanti	➤ Dow Inc	➤ Devon Energy Corp
➤ Glencore plc	➤ Eastman Chemicals	➤ Hess Corporation
➤ MTN Group	➤ Lanxess AG	➤ Imperial Oil Ltd
➤ Sibanye Stillwater	➤ LyondellBasell Industries N.V.	➤ Origin Energy
➤ Valterra Platinum Ltd ¹	➤ Solvay	➤ Repsol S.A.

¹ Anglo American Platinum Ltd (Amplats) post name change

PART III: REMUNERATION IMPLEMENTATION REPORT CONTINUED

LTI Plan Outcomes: FY24 LTI Grants

For members of the GEC including Executive Directors and Prescribed Officers, 70% of the LTI awards granted at the time were subject to the achievement of the following CPTs, in addition to time-based vesting of between three and five years. The balance of the award (30%) is subject to a five-year time-based vesting criterion.

	KPI – Key Performance Indicator	Weighting	Original weighting	Adjusted weighting	Threshold (Rating = 0%)	Target (Rating = 100%)	Stretch (Rating = 200%)	Achievement	Approved score
ESG (30%)	Maintain our roadmap to reducing our carbon footprint	15%	7,50%	10,00%	Maintain Scope 1 and 2 emission reductions achieved since FY17 baseline by FY25 of 3,55% to end FY26.	Maintain Scope 1 and 2 emission reductions achieved since FY17 baseline by FY25 of 4,18% to end FY26.	Reduce Scope 1 and 2 emission reductions achieved since FY17 baseline by FY25 of 4,9% to end FY26.		
					Energy Business emission reduction of 3,5% for an equivalent production output of 7,6mtpa.	Energy Business emission reduction of 4% maintained for an equivalent production output of 7,6mtpa. ¹	Energy Business emission reduction of 4,5% maintained for an equivalent production output of 7,6mtpa.	8,7%	20,00%
			7,50%		Chemicals Business: Advance the capital project portfolio to achieve agreed level of definition (Gate 4) to realise a 20% accumulated reduction.	Chemicals Business: Advance the capital project portfolio to achieve agreed level of definition (Gate 4) to realise a 25% accumulated reduction.	Chemicals Business: Advance the capital project portfolio to achieve agreed level of definition (Gate 4) to realise a 30% accumulated reduction.	Not applicable	
	Improve our contribution to the circular economy	10%	5,00%	6,67%	Increase total recyclable material and quantity of waste activated sludge diverted from incinerators by end FY26:	Increase total recyclable material and quantity of waste activated sludge diverted from incinerators by end FY26:	Increase total recyclable material and quantity of waste activated sludge diverted from incinerators by end FY26:		
					a) 90% of biosludge diverted from incinerators and fed to gasification, 10% landfilled offsite.	a) 95% of biosludge diverted from incinerators and fed to gasification, 5% landfilled offsite.	a) 100% of biosludge diverted from incinerators and fed to gasification, 0% landfilled offsite	100%	13,34%
			5,00%	6,67%	b) Cumulative total of 11,314 tons of recyclables ¹ diverted from landfill by end FY26.	b) Cumulative total of 47,500 tons of recyclables diverted from landfill by end FY26.	b) Cumulative total 55,000 tons of recyclables diverted from landfill by end FY26.	40 300	5,33%
	Focus on social responsibility through increased access to the economy for Black owned women enterprises	5%	5,00%	6,67%	Increase total procurement spend by 20% on BWO percentage spend calculated as a percentage of TMPs (Total Measurable Procurement Spend) (1,8% + 20%) by end FY26.	Increase total procurement spend by 25% on BWO percentage spend calculated as a percentage of TMPs (Total Measurable Procurement Spend) (1,8% + 25%) by end FY26	Increase total procurement spend by 30% on BWO percentage spend calculated as a percentage of TMPs (Total Measurable Procurement Spend) (1,8% + 30%) by end FY26.	2,88%	13,33%
Group Financials (70%)	Return on Invested Capital (ROIC)	Sasol SA 30%	30,00%	30,00%	ROIC (excl AUC) at SA WACC of 15,4% per annum	ROIC (excl AUC) at SA WACC of 15,4% +1% = 16,4% per annum	ROIC (excl AUC) at SA WACC of 15,4% +2% = 17,4% per annum	20%	20%
		Sasol offshore 10%	10,00%	10,00%	ROIC (excl AUC) at US WACC of 9,1% per annum	ROIC (excl AUC) at US WACC of 9,1% +0,5% = 9,6% per annum	ROIC (excl AUC) at US WACC of 9,1% +1% = 10,1% per annum	0%	0,00%
	Relative TSR vs the peer group ²	30%	30,00%	30,00%	50th percentile of the index	60th percentile of the index	75th percentile of the index	0%	0,00%
			100,00%	100,00%					72%

¹ Planned production at the time. When normalised for actual production stretch target is still met.

² Index is the peer group published on page 168.

PART III: REMUNERATION IMPLEMENTATION REPORT CONTINUED

FY25 LTI awards

For members of the GEC including Executive Directors and Prescribed Officers, 70% of the LTI awards granted are subject to the achievement of the following CPTs, in addition to time-based vesting of between three and five years. The balance of the award (30%) is subject to a five-year time-based vesting criterion.

	KPI – Key Performance Indicator	Weighting	Threshold (Rating = 0%)	Target (Rating = 100%)	Stretch (Rating = 200%)
ESG (25%)	Maintain our roadmap to reducing our carbon footprint while increasing our production	25%	Maintain Secunda Operations Scope 1 GHG intensity (total GHG CO ₂ e emissions Scope 1/ total production for Secunda) against FY24 Scope 1 GHG intensity (vesting 0%)	Improve on Secunda Operations FY24 Scope 1 GHG intensity (total GHG CO ₂ e emissions Scope 1/total production for Secunda) by 0,8% (vesting 25%)	Improve on Secunda Operations FY24 Scope 1 GHG intensity (total GHG CO ₂ e emissions Scope 1/total production for Secunda) by 1,7% (vesting 50%)
Group Financials (75%)	ROIC Rest of Sasol	10%	ROIC (excl AUC) at SA WACC of 15,4% per annum (vesting 0%)	ROIC (excl AUC) at SA WACC of 15,4% + 1% = 16,4% per annum (vesting 10%)	ROIC (excl AUC) at SA WACC of 15,4% + 2% = 17,4% per annum (vesting 20%)
	ROIC (America and Eurasia)	10%	ROIC (excl AUC) at US WACC of 9,1% per annum (vesting 0%)	ROIC (excl AUC) at US WACC of 9,1% + 0,5% = 9,6% per annum (vesting 10%)	ROIC (excl AUC) at US WACC of 9,1% + 1% = 10,1% per annum (vesting 20%)
	Net debt (US\$) reduction	25%	FY27 Net debt (excluding leases) of US\$3,00bn (vesting 0%)	FY27 Net debt (excluding leases) of US\$2,85bn (vesting 25%)	FY27 Net debt (excluding leases) of US\$2,70bn (vesting 50%)
	Relative TSR measured against the peer group	30%	50th percentile of the index (vesting 15%)	60th percentile of the index (vesting 30%)	75th percentile of the index (vesting 60%)
Total		100%			



PART III: REMUNERATION IMPLEMENTATION REPORT CONTINUED

FY26 LTI awards

For members of the GEC including Executive Directors and Prescribed Officers, 100% of the LTI awards granted during FY26, are subject to the achievement of the following CPTs, vesting over three years.

	KPI – Key Performance Indicator	Weighting	Threshold (Rating = 0%)	Target (Rating = 100%)	Stretch (Rating = 200%)
ESG (25%)	Scope 1 and 2 GHG Intensity at Secunda Operations	25%	Maintain Secunda Operations Scope 1 and 2 GHG intensity (total GHG CO ₂ e emissions Scope 1 and 2/total production for Secunda) (vesting 0%)	Improve Secunda Operations Scope 1 and 2 GHG intensity (total GHG CO ₂ e emissions Scope 1 and 2/total production for Secunda) by 1% (vesting 25%)	Improve Secunda Operations Scope 1 and 2 GHG intensity (total GHG CO ₂ e emissions Scope 1 and 2/total production for Secunda) by 2% (vesting 50%)
	Southern Africa breakeven oil price	20%	FY28 SA breakeven oil price of US\$55/bbl (vesting 0%)	FY28 SA breakeven oil price of US\$50/bbl (vesting 20%)	FY28 SA breakeven oil price of US\$45/bbl (vesting 40%)
Group Financials (75%)	International Chemicals EBITDA margin %	10%	FY28 Adjusted EBITDA margin for International Chemicals of 12,5% (vesting 0%)	FY28 Adjusted EBITDA margin for International Chemicals of 15% (vesting 10%)	FY28 Adjusted EBITDA margin for International Chemicals of 17,5% (vesting 20%)
	Net debt (US\$)	15%	FY28 Net debt of US\$3bn (vesting 0%)	FY28 Net debt of US\$2,85bn (vesting 15%)	FY28 Net debt of US\$2,7bn (vesting 30%)
	Relative TSR measured against the peer group	30%	50th percentile of the index (vesting 15%)	60th percentile of the index (vesting 30%)	75th percentile of the index (vesting 60%)
Total		100%			



PART III: REMUNERATION IMPLEMENTATION REPORT CONTINUED

Executive Directors

A. Executive Directors' total earned remuneration

Executive Director	S Baloyi ¹		WP Bruns ^{1,2}		VD Kahla		HA Rossouw ³	
	2026 R'000	2025 R'000	2026 R'000	2025 Appointed 1 Sept 2024 R'000	2026 R'000	2025 R'000	2026 R'000	2025 R'000
Salary	16 293	12 514	7 608	5 982	8 793	8 499	–	1 336
Risk and retirement funding	1 590	1 276	1 002	788	404	382	–	151
Vehicle benefit	300	300	–	–	–	–	–	–
Healthcare	192	160	187	147	158	147	–	–
Other Benefits ⁴	271	96	50	17	676	606	–	–
Total salary and benefits	18 646	14 346	8 847	6 934	10 031	9 634	–	1 487
Annual short-term incentive ⁵	20 721	11 213	7 454	3 984	6 546	4 360	–	–
Long-term incentive gains ⁶	3 499	353	3 990	387	11 117	3 569	–	–
Total annual remuneration	42 866	25 912	20 291	11 305	27 694	17 563	–	1 487

Notes

- The Remuneration Committee approved market-related salary adjustments, where appropriate and in line with the Policy, in addition to annual salary increases, to support the continued competitiveness of the Group's remuneration structure. See **page 164** for more detail.
- Mr Bruns was appointed as CFO and Executive Director from 1 September 2024. The disclosed prior year remuneration is thus apportioned.
- Mr Rossouw stepped down as executive director and CFO effective 31 August 2024. All unvested LTIs were forfeited upon his resignation.
- Other Benefits include security services, long service awards, private travel and other once off costs on which fringe benefit tax is levied where required.
- Short-term incentives approved based on the Group results for FY26 and payable in the FY27 financial year. Incentives are calculated as a percentage of total guaranteed package/base salary as at 30 June 2026 X role category % X (Group STI achievement x 80%) + (Individual performance achievement X 20%) – fatality penalty).

- Long-term incentives gains for 2026 includes the Renewable energy (RE) grant awards made during financial year 2021 (where measurement was postponed to a day no later than 31 December 2026), the annual and retention (Mr Bruns) awards made in August 2023 and EVP Restricted (RLTI) award made in September 2021. The illustrative amount is calculated in terms of the number of LTIs x Corporate performance target achieved where relevant (RLTI and RE: 100%; CPT: 72%) x June 2026 average share price. The actual vesting date for the awards is between 28 August 2026 and 27 September 2026 subject to the company being in an open period. Dividend equivalents accrue at the end of the vesting period, to the extent that the LTIs vest. 50% of the vested LTIs and accrued dividends will be released in 2026 and the balance in 2028, subject to the rules of the LTI plan. As there are no further performance conditions attached to the balance of the 50%, the full amount is disclosed in the total earned remuneration table.

B. Executive directors' unvested LTI holdings (number & intrinsic value) for 2026

	S Baloyi		WP Bruns		VD Kahla	
	Number	Intrinsic value ² R'000	Number	Intrinsic value ² R'000	Number	Intrinsic value ² R'000
Balance at beginning of the year	217 518	17 132	167 758	13 213	222 776	17 546
Awards granted ¹	185 812	23 275	85 680	10 732	82 511	10 335
Change in value ²	–	24 162	–	16 579	–	17 933
Effect of corporate performance targets	(1 116)	(155)	(324)	(45)	(3 001)	(418)
Dividend equivalents	1 129	157	1 821	254	9 570	1 333
Awards settled ³	(11 734)	(1 263)	(11 323)	(1 351)	(66 571)	(7 076)
Awards forfeited	–	–	–	–	–	–
Effect of changes in Executive Directors	–	–	–	–	–	–
Balance at the end of the year	391 609	63 308	243 612	39 382	245 285	39 653

Notes

- LTIs granted on 8 September 2025.
- Intrinsic values at the beginning and end of the year have been determined using the closing price of:
30 June 2026 R161,66
30 June 2025 R78,76
Change in intrinsic value for the year results from changes in share price.

- Long-term incentives settled represent long-term incentives that vested with reference to the group results for 2025 that was settled in the 2026 financial year. The full amount of the remaining 50% that vested in the current year is disclosed in the total earned remuneration table. It also included the second tranche of awards which partially vested in 2023 (on which there were no further performance conditions thereafter for the balance of the award) and the restricted LTI awards, both granted in 2021. The difference between the long-term incentive gains disclosed in 2025 and the amount settled in 2026 is due to difference in actual share price at vesting date and the share price used in the previous disclosures.

PART III: REMUNERATION IMPLEMENTATION REPORT CONTINUED

Executive Directors continued

C. Progress against Minimum Shareholding Requirement (MSR)

Executive Director	Minimum Shareholding Requirement (MSR)	Initial MSR Achievement period (CY)	Shares					Outstanding shares subject to continued employment only until 2029 (excluding accrued dividend equivalents, excluding performance shares)			
				Beneficial shareholding – 30 June 2026 ¹²	Post tax vesting – September 2026 ^{1,2,3,4,5,13}	Beneficial shareholding value (including CY2026 post tax vesting)	% MSR achieved – end CY2026 ¹¹	Number of shares to vest in CY2027 ^{6,7,8}	Number of shares to vest CY2028-2029 ^{8,9,10}	Total number of vested shares subject only to continued employment	Pre-tax value of vested shares subject only to continued employment (up to CY2029) ¹³
S Baloyi	R40 950 000	2029	28 220	R4 545 113	R1 495 345	R6 040 458	15%	15 572	63 489	79 061	R15 467 494
WP Bruns	R12 549 600	2029	18 776	R3 024 063	R2 053 046	R5 077 109	40%	9 848	44 753	54 601	R10 682 140
VD Kahla	R6 612 468	2025	38 569	R6 885 657	R5 395 595	R12 281 252	186%	17 890	41 047	58 937	R11 530 435

Notes

- 1 Includes the 1st tranche of the award made in FY24. The CPT applied to this award is 72%.
- 2 Includes Mr Bruns' SVP retention award made in August 2023.
- 3 Includes the 2nd tranche of the award made in September 2021. The CPT applied to this award is 83,6%.
- 4 Includes the portion of the FY21 award linked to the Renewable Energy Target where the measurement period was deferred to 31 December 2026 but the performance condition has already been met.
- 5 Includes the restricted LTI award made to Mr Kahla in September 2021. This award is subject to a 5 year time based vesting period.
- 6 Includes the 2nd tranche and restricted portion of the EVP on-appointment award made to Mr Baloyi in May 2022.
- 7 Includes the 2nd tranche of the awards made in September and November 2022, (CPT% is 83,93%) as well as the restricted LTI award made in November 2022 to Messrs, Baloyi and Kahla.
- 8 Includes the portion of the 1st tranche of the SVP annual award made in August 2024 to Mr Bruns with a split vesting in August 2027 and 2029.
- 9 Includes the restricted awards made in August 2023, August 2024 (annual) and November 2024 (EVP on-appointment award). These awards are subject to 5 year time based vesting periods.
- 10 Includes the 2nd tranche of the award made in August 2023 to vest in August 2028 subject to time based vesting criteria. The CPT applied to this award is 72%.
- 11 Once the MSR has been achieved, the executive will be allowed to sell vested shares held in excess of the MSR.
- 12 Beneficial shareholding at 30 June 2026 is recorded at the higher of historical cost or 30 June 2026 closing price.
- 13 Average June 2026 share price of R195,64 (JSE) and \$11,86 (NYSE).



PART III: REMUNERATION IMPLEMENTATION REPORT CONTINUED

Prescribed Officers

A. Prescribed Officers' total earned remuneration

	V Bester ¹		AGM Gerber ²		C Herrmann ^{2,3}		AT Makgala ⁴		CK Mokoena ⁵		SD Pillay ¹		SL Siyaya ⁶		H Wenhold ⁷	
Prescribed officers	2026 R'000	2025 R'000	2026 R'000	2025 R'000	2026 R'000	2025 R'000	2026 R'000	2025 R'000	2026 R'000	2025 R'000	2026 R'000	2025 R'000	2026 R'000	2025 R'000	2026 R'000	2025 R'000
Salary	7 156	6 044	10 186	9 375	8 118	7 969	4 433	–	1 821	6 915	6 011	5 039	4 598	–	1 192	6 288
Risk and retirement funding	1 086	920	796	873	645	595	762	–	–	327	939	795	536	–	–	824
Vehicle benefit	–	–	146	308	248	252	–	–	–	–	150	150	–	–	–	–
Healthcare	130	121	115	104	230	224	55	–	45	174	130	121	158	–	21	121
Other benefits ⁸	112	100	41	217	3 772	2 634	11 352	–	10	72	61	11	11	–	5	34
Total salary and benefits	8 484	7 185	11 284	10 877	13 013	11 674	16 602	–	1 876	7 488	7 291	6 116	5 303	–	1 218	7 267
Annual short-term incentive ⁹	6 578	3 549	7 389	4 867	5 355	3 894	3 550	–	3 503	3 637	5 190	3 072	3 374	–	4 369	3 439
Long-term incentive gains ¹⁰	2 110	119	–	–	3 824	637	–	–	7 168	2 931	503	947	2 642	–	6 917	671
Total annual remuneration	17 172	10 853	18 673	15 744	22 192	16 205	20 152	–	12 547	14 056	12 984	10 135	11 319	–	12 504	11 377

Notes

1 The Remuneration Committee approved market-related salary adjustments, where appropriate and in line with the Policy, in addition to annual salary increases, to support the continued competitiveness of the Group's remuneration structure.

2 Ms Gerber and Mr Herrmann are employed on German employment contracts and paid in Euros. The conversion to ZAR has been done using the monthly average of daily closing rates.

3 Expatriate benefits in South Africa are offered and grossed up as appropriate. Other Benefits include accommodation, home leave allowance and transportation offered under the Expatriation policy.

4 Ms Makgala was appointed as EVP: People, SHE, Risk and Corporate Affairs on 1 October 2025. Other Benefits include a staggered buy-out arrangement in respect of incentives forfeited (R5,4m) when she resigned from her previous employer as well as relocation expenses (R0,4m) paid in terms of the policy. A non-taxable payment to her previous employer with respect to a work back agreement is included in the amount to the value of R5,4m. The Sasol buy-out agreement for all payments is linked to a work-back period.

5 Ms Mokoena stepped down as prescribed officer on 30 September 2025 after reaching the Sasol retirement age for group executives.

6 Mr Siyaya was appointed as EVP: Mining on 1 September 2025. Remuneration is disclosed for the period since appointment.

7 Mr Wenhold stepped down as a prescribed officer on 31 August 2025 after reaching the Sasol retirement age for group executives.

8 Other Benefits include security services, long service awards, private travel and other once off costs on which fringe benefit tax is levied where required.

9 Short-term incentives approved based on the Group results for FY26 and payable in the FY27 financial year. Incentives are calculated as a percentage of total guaranteed package/base salary as at 30 June 2026 x role category % x ((Group STI achievement x 80%) + (Individual Performance Achievement x 20%) – fatality penalty).

10 Long-term incentives gains for 2026 includes the Renewable energy (RE) grant awards made during financial year 2021 (where measurement was postponed to 31 December 2026 but the performance condition has already been met), the annual and on-appointment awards made in 2023 and Restricted LTI award made in September 2021. The illustrative amount is calculated in terms of the number of LTIs x Corporate performance target achieved where relevant (CPT: 72%) x June 2026 average share price. The actual vesting date for the awards is between 28 August 2026 and 27 September 2026 subject to the company being in an open period. Dividend equivalents accrue at the end of the vesting period, to the extent that the LTIs vest. 50% of the vested LTIs and accrued dividends will be released in 2026 and the balance in 2028, subject to the rules of the LTI plan. As there are no further performance conditions attached to the balance of the 50%, the full amount is disclosed in the total earned remuneration table.



PART III: REMUNERATION IMPLEMENTATION REPORT CONTINUED

Prescribed Officers continued

B. Unvested LTI holdings (number and intrinsic value) for 2026

	V Bester		AGM Gerber		C Herrmann		AT Makgala		CK Mokoena ⁵		SD Pillay		SL Siyaya ⁶		H Wenhold ⁷	
	Number	Intrinsic value ² R'000	Number	Intrinsic value ² R'000	Number	Intrinsic value ² R'000	Number	Intrinsic value ² R'000	Number	Intrinsic value ² R'000	Number	Intrinsic value ² R'000	Number	Intrinsic value ² R'000	Number	Intrinsic value ² R'000
Balance at the beginning of the year	77 615	6 113	85 378	377	122 021	539	–	–	162 969	12 835	69 031	5 437	–	–	123 098	9 695
Awards granted ¹	66 132	8 284	93 110	666	74 488	533	64 863	7 219	–	–	56 376	7 062	57 684	7 225	–	–
Change in value ²	–	8 795	–	710	–	805	–	3 267	–	4 678	–	7 860	–	3 847	–	4 710
Effect of corporate performance targets	(100)	(14)	–	–	(574)	(5)	–	–	–	–	(569)	(79)	(38)	(5)	–	–
Dividend equivalents	528	74	–	–	2 529	21	–	–	–	–	1 467	204	238	33	–	–
Awards settled ³	(1 511)	(189)	–	–	(19 674)	(137)	–	–	–	–	(9 285)	(1 567)	(1 125)	(141)	–	–
Awards forfeited	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Effect of changes in Prescribed Officers	–	–	–	–	–	–	–	–	(162 969)	(17 513)	–	–	39 958	4 676	(123 098)	(14 405)
Balance at the end of the year⁴	142 664	23 063	178 488	1 753	178 790	1 756	64 863	10 486	–	–	117 020	18 917	96 717	15 635	–	–

1 LTIs granted on 8 September 2025 and 28 November 2025 (Ms Makgala).

2 Intrinsic values at the beginning and end of the year have been determined using the closing price of:

30 June 2026 R161,66 (\$9,82)

30 June 2025 R78,76 (\$4,42)

Change in intrinsic value for the year results from changes in share price.

3 Long-term incentives settled represent long-term incentives that vested with reference to the group results for 2025 that was settled in the 2026 financial year. The full amount of the remaining 50% that vested in the current year is disclosed in the total earned remuneration table. It also included the second tranche of awards which vested in 2023 (on which there were no further performance conditions) and the restricted LTI awards, both granted in 2020. The difference between the long-term incentive gains disclosed in 2025 and the amount settled in 2026 is due to difference in actual share price at vesting date and the share price used in the previous disclosures.

4 The balance includes a total of 2 333 award issued in FY21 for which the renewable energy CPT has been deferred up to 31 December 2026.

5 Ms Mokoena stepped down as Prescribed Officer on 30 September 2025 having reached the group's retirement age.

6 Mr Siyaya was appointed on 1 September 2025 as EVP: Mining.

7 Mr Wenhold stepped down as Prescribed Officer on 31 August 2025 having reached the group's retirement age.

PART III: REMUNERATION IMPLEMENTATION REPORT CONTINUED

C. Progress against Minimum Shareholding Requirement (MSR)

Outstanding shares subject to continued employment only until 2029 (excluding accrued dividend equivalents, excluding performance shares)

	Minimum Shareholding Requirement (MSR)	Initial MSR Achievement period (CY)	Shares	Beneficial shareholding – 30 June 2026	Post tax vesting September-December 2026 ^{1,2,3,4,5,15}	Beneficial shareholding value (including CY2026 post tax vesting)	% MSR achieved – end CY2026	Number of shares to vest in CY2027 ^{6,7,9,10}	Number of shares to vest CY2028-2029 ^{8,11,12,13,14}	Total number of vested shares subject only to continued employment	Pre-tax value of vested shares subject only to continued employment (up to CY2029) ¹⁶
V Bester	R6 115 200	2030	4 041	R650 843	R577 177	R1 228 021	20%	4 382	23 496	27 878	R5 454 052
AGM Gerber	\$602 764	2030	–	–	–	–	0%	–	25 613	25 613	\$303 770
C Herrmann	\$479 858	2030	14 847	\$145 798	\$114 289	\$260 087	54%	22 995	24 862	47 857	\$567 584
AT Makgala	R4 900 000	2031	–	–	–	–	0%	–	–	–	–
CK Mokoena	R5 431 664	2026	30 266	R5 219 269	R3 513 959	R8 733 227	161%	14 696	33 717	48 413	R9 471 519
SD Pillay	R5 299 924	2030	13 636	R2 196 214	R156 346	R2 352 560	44%	–	21 251	21 251	R4 157 546
SL Siyaya	R4 445 000	2031	768	R123 694	R1 026 631	R1 150 325	26%	8 560	12 454	21 014	R4 111 179
H Wenhold	R5 298 020	2029	23 331	R3 757 691	R2 714 691	R6 472 382	122%	5 546	38 489	44 035	R8 615 007

Notes

- Includes the 1st tranche of the award made in August 2023. The CPT applied to this award is 72%.
- Includes the 2nd tranche of the award made in August 2021. The CPT applied to this award is 83,6%.
- Includes the portion of the FY21 award linked to the Renewable Energy Target where measurement period was deferred to 31 December 2026.
- Includes the restricted EVP award made to Ms Mokoena in September 2021. This award is subject to a 5 year time based vesting period.
- Includes the 1st tranche of the EVP on-appointment award made to Mr Wenhold and SVP on-appointment made to Mr Siyaya in November 2023.
- Includes the 2nd tranche of the SVP on-appointment award made to Mr Bester in May 2022.
- Includes the 2nd tranche and restricted portion of the awards made in September and November 2022 which is subject to a 5 year time based vesting period. The CPT applied to this award is 83,93%.
- Includes the 2nd tranche of the restricted portion of Dr Pillay's SVP on-appointment award made in May 2023 (which vests in 2028).
- Includes Mr Herrmann's SVP retention award made in August 2024.
- Includes the portion of the 1st tranche of the SVP award made in August 2024 to Mr Siyaya.
- Includes the 2nd tranche of the award made in August 2023. The CPT applied to this award is 72%.
- Includes the restricted awards made in August 2024 and November 2023. These awards are subject to 5 year time based vesting periods.
- Includes the 2nd tranche of the EVP on-appointment award made to Mr Wenhold and SVP on-appointment made to Mr Siyaya in November 2023.
- Includes the restricted portion of the 2nd tranche of the SVP award made in August 2024 to Mr Siyaya.
- Beneficial shareholding is recorded at the higher of historical cost or 30 June closing price.
- Average June 2026 share price of R195,64 (JSE) and \$11,86 (NYSE).



PART III: REMUNERATION IMPLEMENTATION REPORT CONTINUED

Beneficial shareholding

D. Sasol Limited Directors' interests in securities (Beneficial shareholding including indirect holdings) as at 30 June 2026

Beneficial shareholdings	2026	2025
Executive Directors		
S Baloyi	28 220	20 284
WP Bruns	19 139	7 816
VD Kahla	38 569	18 489
Non-Executive Directors		
MBN Dube	1 024	1 024
S Subramoney	2 548	2 548
T Cumming ¹	—	1 950

Note

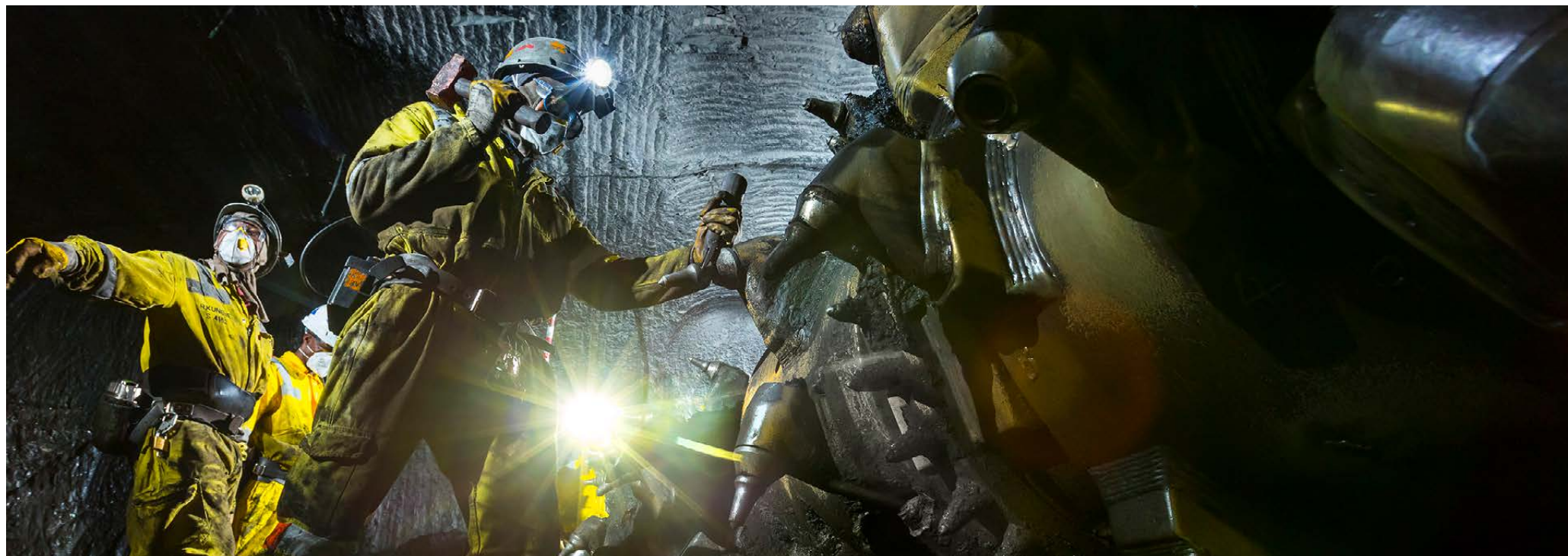
¹ Resigned with effect 6 June 2025

E. Prescribed Officers interests in securities (Beneficial shareholding including indirect holdings) as at 30 June 2026

Beneficial shareholdings	2026		2025	
	Securities	ADR	Securities	ADR
Prescribed officers				
V Bester	4 041		3 223	
C Herrmann		14 847		4 775
CK Mokoena ¹	30 266		16 221	
SD Pillay	13 986		3 635	
SL Siyaya ²	763			
H Wenhold ³	23 331		24 634	

Notes

- ¹ Stepped down as Prescribed Officer on 30 September 2025 having reached the Group's retirement age.
- ² Appointed with effect 1 September 2025
- ³ Stepped down as Prescribed Officer on 31 August 2025 having reached the Group's retirement age.



PART III: REMUNERATION IMPLEMENTATION REPORT CONTINUED

NED fees

Aligned with clause 24 of the Company's MOI, with effect from 1 January 2026, the fees payable to Non-Executive Directors of the Company for their services as Directors of the Company, are as listed in the table below:

	January 2026 – December 2026 ^{1,2,3}	
	NEDs permanently residing outside of Europe/UK/ North-America (US\$)	NEDs permanently residing in Europe/UK/ North-America (US\$)
Chairman of the Sasol Limited Board (all inclusive)	307 000	371 700
Non-Executive Director	107 700	129 300
Lead Independent Director (additional to director's fee)	46 000	55 200
Audit Committee Chairman	32 100	37 400
Audit Committee member	21 300	25 600
Remuneration Committee Chairman	21 400	25 700
Remuneration Committee member	12 800	15 500
Other Committee Chairman ⁴	21 400	25 700
Other Committee member ⁴	12 800	15 500

Notes:

1 Fees are exclusive of value-added tax (VAT) which is added for directors who are registered for VAT.

2 Paid in US dollar or home country currency as appropriate.

3 Exchange rate for conversion from US dollar to ZAR will be fixed for a period of 12 months to prevent exchange rate fluctuations in the actual fees paid for the ensuing 12-month period.

4 Also applies to any ad hoc Committee constituted by the Board from time to time.

Non-Executive Directors' fees

Non-Executive Directors	Board Meeting Fees ² R'000	Lead Independent Director Fees ² R'000	Committee Fees ² R'000	Ad Hoc or special purpose Board Committee ² R'000	Total 2026 ¹ R'000	Total 2025 ¹ R'000
MBN Dube (Chairman)	6 385				6 385	6 671
M Flöel (Lead Independent Director) ³	2 077	964	1 248	–	4 289	4 234
KC Harper ⁴	1 463		458	–	1 921	3 086
DGP Eyton ⁵	2 221		1 363		3 584	3 089
MJ Cuambe ⁶	1 805		845	–	2 650	2 606
GMB Kennealy	1 958		1 037	–	2 995	2 982
S Subramoney	1 958		613	–	2 571	2 564
NX Maluleke ⁷	2 101		562	–	2 663	–
R Gasant ⁸	803		51	–	854	–
TJ Cumming ⁹	–		–	–	–	2 917
NNA Matyumza ¹⁰	–		–	–	–	421
MEK Nkeli ¹¹	–		–	–	–	458
Total	20 771	964	6 177	–	27 912	29 028

Notes

1 Fees exclude VAT.

2 Board and Committee fees are denominated in US dollars and are therefore subject to fluctuations in foreign exchange rates. For non-Executive Directors permanently resident outside Europe, the United Kingdom and North America, the US\$/ZAR exchange rate applicable to Board and Committee fees was fixed for the first half of FY26 using the average exchange rate for the period July 2023 to December 2024. The exchange rate applicable to the second half of FY26 was fixed using the average exchange rate for the period July 2024 to December 2025. In addition, a cost-of-living adjustment is applied to the fees of these directors. To reduce the impact of currency volatility on non-Executive Directors permanently resident in Europe, the United Kingdom and North America, the US\$/EUR and US\$/GBP exchange rates applicable to Board and Committee fees were fixed for Q2, Q3 and Q4 using the prevailing average exchange rates at the time the fees were approved.

3 Dr Flöel was appointed as Remuneration Committee Chairman and stepped down from the Capital Investment Committee Chairman role, effective 6 June 2025 while remaining a member of Capital Investment Committee.

4 Ms Harper resigned from the Board on 16 February 2026 and received pro rated Board and Committee fees for Q3.

5 Mr Eyton stepped down as a member of the Audit Committee, effective 1 June 2026 and received pro rated committee fees for Q4.

6 Mr Cuambe was appointed as the Chairman of the Capital Investment Committee, on 6 June 2025. He stepped down as a member of the Safety, Social and Ethics Committee on 22 August 2025 and received pro rated committee fees for Q1.

7 Ms Maluleke was appointed to the Board effective 9 June 2025, and was appointed to the Audit, and Safety, Social and Ethics Committees, on 22 August 2025.

8 Mr Gasant was appointed to the Board on 1 February 2026 and received a pro-rated Board fee. He was appointed to the Audit Committee and the Remuneration Committee on 1 June 2026 and received pro rated committee fee payments.

9 Mr Cumming resigned from the Board on 6 June 2025.

10 Ms Matyumza retired from the Board on 8 September 2024.

11 Ms Nkeli retired from the Board on 31 August 2024.

PART III: REMUNERATION FAIR PAY PRINCIPLES

Pay gap disclosures

We believe that transparent and comparable pay information helps build trust and supports fair pay practices. In South Africa, pay transparency is particularly important because historical inequalities continue to influence employment outcomes. By reporting our pay gaps, we can identify differences, measure our progress and remain accountable for improving pay equity.

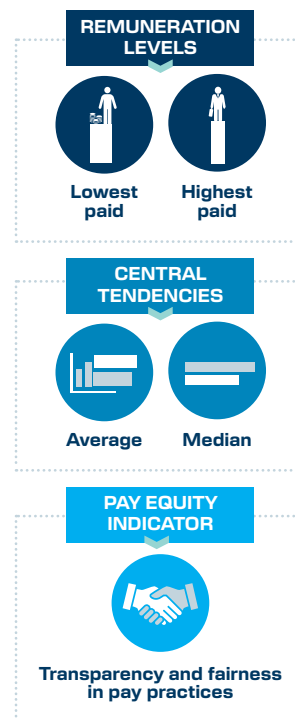
We have adopted a Global Pay Transparency Framework to create a consistent approach to pay across Sasol. The framework reflects leading global practices and evolving legal requirements. It also strengthens how we measure, monitor and report pay equity across our workforce.

We began reporting pay gap information voluntarily before the Companies Act came into effect. We will continue to strengthen our reporting as local and international standards evolve.

To give a balanced view of remuneration, we disclose both actual remuneration and target remuneration.

- **Actual remuneration** reflects what employees earned during the reporting period.
- **Target remuneration** includes target short-term and long-term incentive opportunities, assuming all performance conditions are achieved.

CATEGORY	METRIC
Remuneration Levels	• Total remuneration of the lowest paid employee • Total remuneration of the highest paid employee
Central Tendencies	• Average total remuneration • Median total remuneration
Pay Equity Indicator	• Ratio of total remuneration of top 5% earners vs bottom 5% earners



Reporting both actual and target remuneration measures reduces the effect of year-to-year changes caused by business performance, economic conditions and the timing of incentive payments. It also provides a more consistent basis for comparing remuneration over time.

Because target remuneration includes future incentive opportunities, the highest-paid employee for pay gap reporting purposes may differ from the highest-paid individual disclosed in the Executive Director and Prescribed Officer remuneration tables.

The Committee oversees pay gap reporting and reviews pay outcomes in countries where we employ a significant number of employees (200+). It monitors both vertical and horizontal pay gaps, including gender and race pay gaps in South Africa, and oversees actions to address any material differences if required.

We continue to refine our Global Pay Transparency Framework as regulations and leading practices evolve, including the EU Pay Transparency Directive. This helps us improve transparency, strengthen governance and promote fair and equitable remuneration across all the countries in which we operate.

Our Pay Gap Disclosure Includes three data sets:

Section A: Actual earnings, in line with Section 30B of the Companies Act

Section B: Total target remuneration, as per our Remuneration Policy, which smooths out fluctuations in variable pay and supports more consistent year-on-year comparisons

Section C: Gender Pay Information and pay gaps

PART III: REMUNERATION FAIR PAY PRINCIPLES CONTINUED

Section A: South African Pay information and pay gap data using actual payroll data as processed in the periods 1 July 2024 – 30 June 2025 and 1 July 2025 – 30 June 2026.

Data analysis includes all permanent and non-permanent employees but excludes learners who are in training and receive a stipend. The short-term incentives and long-term incentives processed through the payroll during FY25 and FY26, are included.

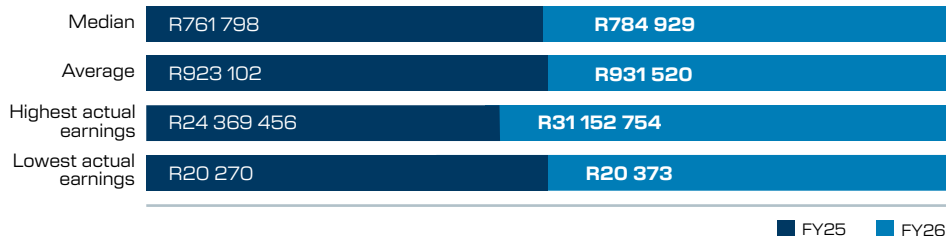
In addition:

- Payments for employees who only worked a portion of the year, are not annualised which means that where an employee was only employed for one month, we only disclose the one month's earnings;
- Employer contributions to employee benefit funds as well as leave encashments at service termination, all allowances and overtime are included; and
- Benefits in kind which are not limited to transportation, uniforms, meals on site are excluded.

The data is based on a headcount of 25 360 for FY25 and 25 381 for FY26.

A. Actual earnings and allowances + actual STI + LTI gains

Highest and lowest actual earnings



The year-on-year differences in the highest earnings are caused by variable pay awards at senior leadership and a full year's remuneration reflected for the CEO in 2026. The year-on-year differences in the lowest earnings relate to employees only being employed for a portion (one month) of the year. The change in median and average earnings relates to a change in headcount at different levels in the organisation and reflects the annual increases applied.

Ratio of Top 5% vs. Bottom 5%

	FY25		FY26	
	Bottom 5%	Top 5%	Bottom 5%	Top 5%
Sample Size	1 268	1 268	1 269	1 269
Average	201 565	3 044 955	220 709	2 943 275
Ratio	15,11		13,34	

The pay gap over the past two years has narrowed (FY24 16,60) which is indicative of the lower than inflation increases at management level and above inflation increases at bargaining unit level, as well as the outcomes of targeted interventions to address pay compression which is the gap between lower paid non-bargaining unit employees versus higher paid bargaining unit employees.

Section B: Pay information and pay gap data using actual payroll data fixed, and contingency pay, and target incentive amounts; for the periods 1 July 2024 – 30 June 2025 and 1 July 2025 – 30 June 2026

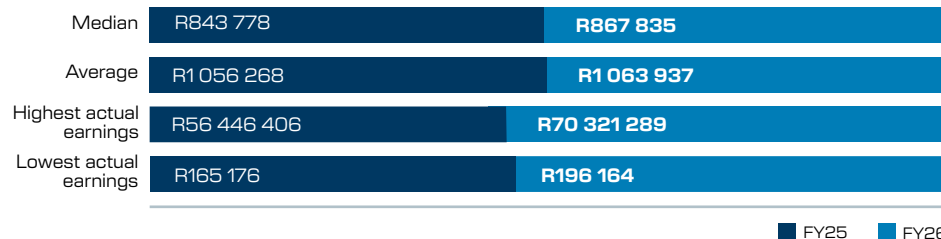
The following principles applied differ from those previously used:

- Variable pay has been set at the target levels for different role categories and not the actual amounts processed; this approach eliminates substantial year-on-year changes in variable pay and thus provides a more accurate indicator of pay gaps;
- The earnings data for non-permanent employees are excluded; and
- The earnings for employees who worked for less than one year, are annualised.

The data is based on a headcount of 24 941 for FY25 and 24 983 for FY26.

B. Actual earnings and allowances + target STI + target LTI

Highest and lowest actual earnings



Ratio of Top 5% vs. Bottom 5%

	FY25		FY26	
	Bottom 5%	Top 5%	Bottom 5%	Top 5%
Sample Size	1 247	1 247	1 249	1 249
Average	375 215	3 901 037	390 738	3 792 854
Ratio	10,40		9,71	

Over two years the gap has narrowed (FY24: 10,71) due to refinements to the pay mix design, below-inflation salary increases at management level, above-inflation salary increases at bargaining unit level, and targeted interventions to address pay compression between lower-paid non-bargaining unit employees and higher-paid bargaining unit employees.

PART III: REMUNERATION FAIR PAY PRINCIPLES CONTINUED

Section C: South Africa Gender Pay information and pay gap data for the periods 1 July 2024 – 30 June 2025 and 1 July 2025 – 30 June 2026 respectively

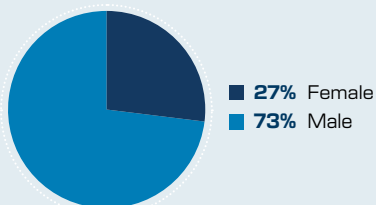
Understanding gender pay gap

The gender pay gap compares the average remuneration of male and female employees across the organisation. Gender pay gap metrics are influenced by the representation of men and women across different organisational levels and occupations.

Gender representation

Our gender representation remained broadly stable over the reporting period. Although the workforce continues to be predominantly male, the data indicates a gradual improvement in female representation over a three-year period, as a result of targeted and deliberate initiatives to increase female representation.

FY26 gender split



Representation across the pay quartiles

Pay quartile disclosures show the proportion of male and female employees within each quartile of the organisation's pay structure, from the lowest to the highest paid employees. These disclosures illustrate workforce representation across pay levels.

In FY26, females represented 27% of the overall workforce, 29,3% of employees in the lower pay quartile and 24,4% in the upper pay quartile. While females remain modestly under-represented in the highest-paid quartile, the

variation across the pay quartiles is limited, indicating a relatively balanced distribution of female representation across organisational levels. Female representation is broadly consistent across the pay structure.

Upper

FY26	24,40%	75,60%
FY25	23,69%	76,31%
FY24	24,07%	75,93%

Lower

FY26	32,07%	67,93%
FY25	30,63%	69,37%
FY24	32,56%	67,44%

Upper middle

FY26	22,99%	77,01%
FY25	22,39%	77,61%
FY24	21,63%	78,37%

Lower middle

FY26	29,30%	70,70%
FY25	29,57%	70,43%
FY24	26,67%	73,33%

Female Male



PART III: REMUNERATION FAIR PAY PRINCIPLES CONTINUED

Average and median remuneration

The average and median remuneration disclosures compare the remuneration of male and female employees across the organisation. Remuneration is the same definition as used for the pay gap 'actual' remuneration calculation which includes actual remuneration earned during the period, inclusive of benefits, allowances, overtime and incentives calculated on the "target" as stated in the policy and not the actual incentives earned for the period.

Average and median remuneration for both male and female employees increased over the reporting period in line with annual remuneration adjustments. Differences between the average and median remuneration of male and female employees reflect the overall composition of the workforce across roles and organisational levels.

Average

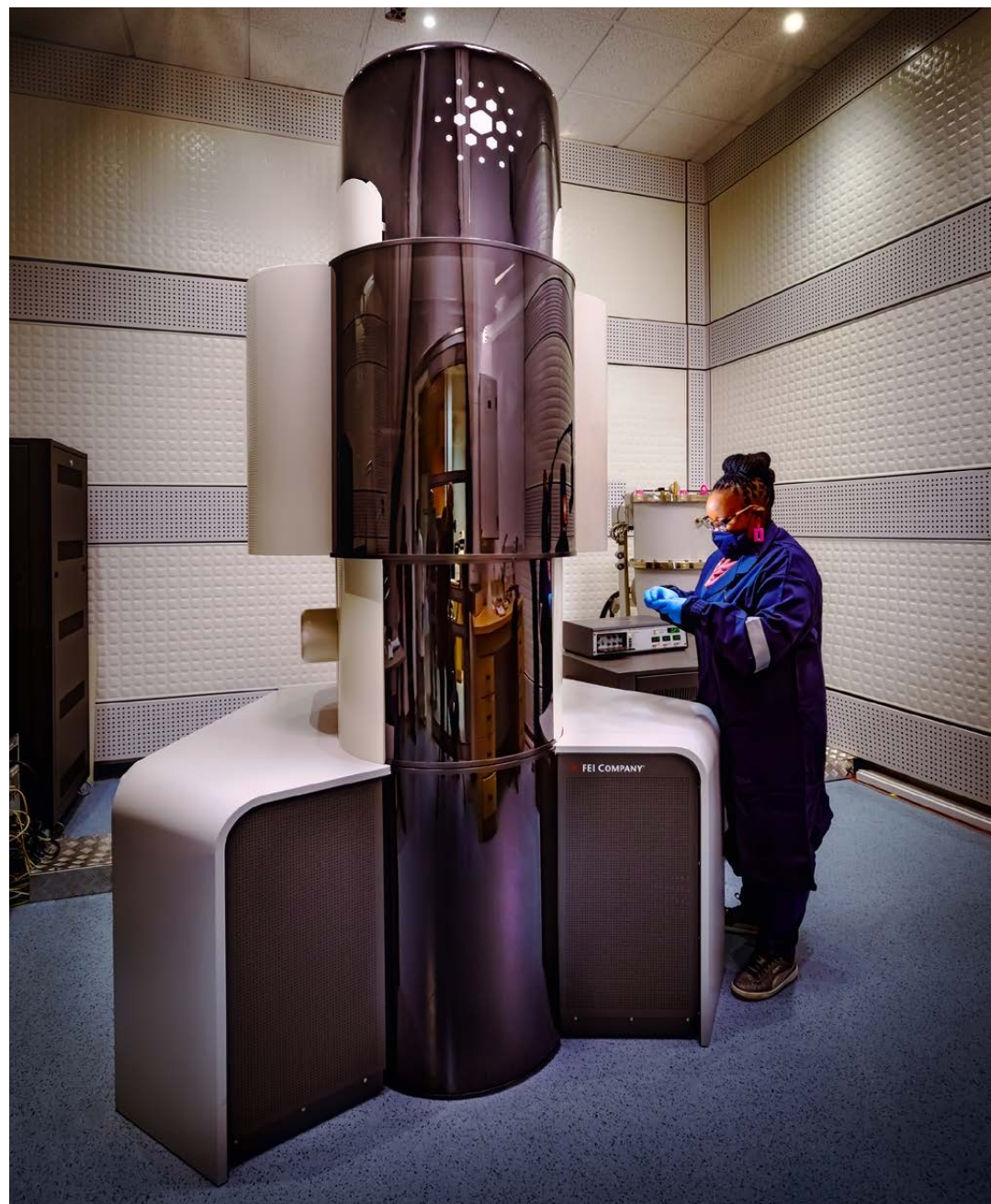
FY26	1 035 129	1 074 696
FY25	1 011 291	1 072 469
FY24	978 120	1 017 493

Median

FY26	779 135	901 606
FY25	756 324	877 719
FY24	720 771	833 594

■ Female ■ Male

Taken together, the gender representation, pay quartile and remuneration data indicate that female representation has improved over the reporting period and remains relatively consistent across the organisation's pay structure. While differences remain in average and median remuneration, these measures should be considered in the context of workforce composition and the distribution of employees across organisational levels. We continue to monitor these indicators as part of our broader remuneration governance and talent management framework.



PART III: LOOKING FORWARD – FY27

August Committee Decisions

At the 27 August 2026 Committee meeting the following items were approved with respect to FY27, in line with the policy outlined in this report.

Annual salary review

The cost of non-bargaining unit annual salary increases, including market adjustments where applicable effective 1 October 2026: SA: 4,00%, US: 2,50%, Germany: 1,90%, Italy: 1,90%, Mozambique: 4,50%.

FY27 Incentive KPIs

Short-term Incentive KPIs

We have retained most of the Incentive Plan KPIs included in the FY26 STI scorecard in order to support the delivery of the Group's strategic priorities for FY27.

	KPI – Key Performance Indicator FY27	Weighting (FY27)	Unit of measure
ESG (People) (20%)	Occupational Safety ¹	10%	# Hospitalisations
	Process Safety	10%	# FERs
ESG (Climate) (5%)	Energy Efficiency	5%	Energy Efficiency improvement %
Group Financials (75%)	Gross Margin ²	15%	Normalised Gross Margin
	Cash Fixed Cost Optimisation ²	15%	Normalised absolute CFC before short term incentives
	Production Volumes	10%	Secunda Operations Production Volumes
	Free cash flow generation ²	35%	Free cash flow (before second-order capital expenditure and dividends paid) to Turnover ratio

¹ To be moderated for injury severity using the ISS methodology.

² Normalised for macroeconomic conditions and other factors outside of management's control, as approved by the Committee

Long-term Incentive KPIs

The FY27 Long-term Incentive (LTI) KPI framework was reviewed to ensure continued alignment with 2025 Capital Markets Day commitments and long-term value creation objectives. The Committee concluded that the FY26 measures remain appropriate and therefore retained a largely unchanged KPI framework for FY27.

	KPI – Key Performance Indicator FY27	Weighting (FY27)	Unit of measure
ESG (25%)	Scope 1 and 2 GHG Intensity at Secunda Operations	25%	Improve on Scope 1 and 2 GHG intensity for Secunda Operations
	Southern Africa breakeven oil price	20%	FY29 SA breakeven oil price
Group Financials (75%)	International Chemicals EBITDA margin %	10%	FY29 Adjusted EBITDA margin % for International Chemicals
	Net debt (US\$) ¹	15%	FY29 Net debt
	Relative TSR measured against the peer group	30%	60th percentile of the FY27 peer group

¹ Excluding leases, before second-order capital expenditure and dividends



DATA AND ASSURANCE / ADMINISTRATION

Trusted data underpins credible reporting. By strengthening data assurance and maintaining well-governed collection methodologies, we unlock the value of data to support transparent, reliable and decision-useful disclosure

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Glossary and abbreviations	189

ASSURANCE INDICATORS



	LoA	2026	2025	2024	2023
Product meant for external sale (kiloton (kt))	Reasonable	14 275	16 166	16 055	15 647
Greenhouse gases: Direct carbon dioxide (CO ₂) Scope 1 (kiloton (kt))	Reasonable	53 061	49 416	54 790	55 013
Greenhouse gases: Indirect carbon dioxide (CO ₂) Scope 2 (kiloton (kt))	Reasonable	5 737	5 879	5 499	5 747
Greenhouse gases: Total greenhouse gases (CO ₂ equivalent) (kiloton (kt))	Reasonable	62 031	58 728	64 204	64 408
Greenhouse gases: Intensity (rate)	Reasonable	4,35	3,87	4,00	4,12
Greenhouse gases: Direct methane (CH ₄) (kiloton (kt))	Reasonable	126	119	130	134
Greenhouse gases: Nitrous oxide (N ₂ O) (kiloton (kt))	Reasonable	1,13	2	3	2
Total energy use (thousand gj)	Reasonable	378 940	364 048	387 949	383 329
Total material use (kiloton (kt))	Reasonable	44 604	40 781	36 859	26 663
Recordable case rate (RCR) (rate)	Limited	0,21	0,25	0,25	0,27
Fatalities (number)	Limited	2	1	5	2
Total major and significant fires, explosions and releases (FERs) (number)	Limited	9	21	15	15
Major and significant road product transport incidents (number)	Limited	0	3	1	1
Total water use (thousand cubic metre)	Reasonable	128 721	127 758	128 557	114 122
Water recycled (thousand cubic metre)	Reasonable	100 863	94 800	99 987	99 840
Atmospheric emissions: Particulates: fly ash (kiloton (kt))	Reasonable	4	5	8	8
Atmospheric emissions: Nitrogen oxides (NO _x) (kiloton (kt))	Reasonable	89	93	114	122
Atmospheric emissions: Sulphur oxides (SO _x) (kiloton (kt))	Reasonable	153	139	161	167
Total waste (kiloton (kt))	Limited	380	457	476	483
Hazardous waste (kiloton (kt))	Limited	194	256	252	276
Non-hazardous waste (kiloton (kt))	Limited	185	201	224	207
Total irreversible occupational diseases (IROD) (number)	Limited	40	45	37	51
Area dedicated to biodiversity and conservation (hectares)	Limited	5 347	5 347	5 326	5 595
Fire, explosion and release severity rate (FER-SR) (rate)	Limited	4,20	5,50	5,40	4,50
Greenhouse gases: Carbon dioxide (CO ₂) – indirect (Scope 3) (tCO ₂ e) ¹	Limited	260 857	218 740		
Greenhouse gases (GHG) Scope 3 emissions: Category 3 Fuel and energy related activities (tCO ₂ e) ²	Limited	69 719	71 883		
Greenhouse gases (GHG) Scope 3 emissions: Category 5 Waste generated by operations (tCO ₂ e) ²	Limited	1 838	1 343		
Greenhouse gases (GHG) Scope 3 emissions: Category 6 Business travel (tCO ₂ e) ²	Limited	26 928 175	29 445 256		
EnEf Sasol Group (Improvement from 2015 baseline) (Percentage)	Limited	18,00	18,30	15,40	13,40
EnEf – Operations and Projects (Improvement from 2015 baseline) (Percentage)	Limited	16,90	15,90	11,50	10,60
Sasol Group Energy Productivity (EP100) – Improvement from 2015 baseline (Percentage)	Limited	17,00	17,30	14,50	12,40
Recycled waste (kiloton (kt))	Limited	181	132	135	138
Skills Development Spend (rand millions)	Limited	1 314	1 293	1 233	1 348
Employee Turnover (rate)	Limited	6,01	6,18		
Workforce Diversity (number) ³	Limited	24 500	24 781		

¹ CO₂-equivalent (CO₂e) emissions are calculated using Global Warming Potentials (GWPs) from the IPCC Third Assessment Report (TAR)

² For more detail refer to page 97

³ For more detail refer to workforce diversity page 118.

For more information on our data performance, reporting criteria and KPI definitions, please refer to: www.sasol.com/investor-centre/integrated-reports

INDEPENDENT AUDITOR'S ASSURANCE REPORT ON SELECTED KEY PERFORMANCE INDICATORS

To the Directors of Sasol Limited

Report on Selected Key Performance Indicators

We have undertaken an assurance engagement on selected key performance indicators (KPIs), as described below, and presented in the Sasol Limited ("Sasol" or the "Group") Integrated and Sustainability Reports for the year ended 30 June 2026 ("the Report"). This engagement was conducted by a multidisciplinary team including environmental and assurance specialists with relevant experience in sustainability reporting.

Subject Matter

We have been engaged to provide a reasonable assurance opinion on the KPIs listed in table A and a limited assurance conclusion on the KPIs listed in table B below, as set out on page 186 of the Report. The selected KPIs described below have been prepared in accordance with Sasol Limited's reporting criteria included on pages 12 – 16 in the Performance Data for the year ended 30 June 2026 supplementary disclosure ("the reporting criteria" or Sasol Limited reporting criteria). The reporting criteria are available on the website:

www.sasol.com/investor-centre/integrated-reports.

Table A: Reasonable assurance on the following KPIs (marked with a 'Reasonable' on page 187 in the Report and the boundary on page 3 of the Report except for where specified differently)

Key Performance Indicator	Unit of measurement	Boundary
Product meant for external sale	Kiloton (kt)	Group
Greenhouse gases: Direct carbon dioxide (CO ₂) Scope 1	Kiloton (kt)	Group
Greenhouse gases: indirect Carbon dioxide (CO ₂) Scope 2	Kiloton (kt)	Group
Greenhouse gases: Total greenhouse gases (CO ₂ equivalent)	Kiloton (kt)	Group
Greenhouse gases: Intensity	Rate	Group
Greenhouse gases: Direct methane (CH ₄)	Kiloton (kt)	Group
Greenhouse gases: Nitrous oxide (N ₂ O)	Kiloton (kt)	Group
Total energy use	Thousand gj	Group
Total material use	Kiloton (kt)	Group
Total water use	Thousand cubic meter	Group
Water recycled	Thousand cubic meter	Group
Atmospheric emissions: Particulates: fly ash	Kiloton (kt)	Group
Atmospheric emissions: Nitrogen oxides (NO _x)	Kiloton (kt)	Group
Atmospheric emissions: Sulphur oxides (SO _x)	Kiloton (kt)	Group

Table B: Limited assurance on the following KPIs (marked with a 'Limited' on page 187 in the Report and the boundary on page 3 of the Report except for where specified differently)

Key Performance Indicator	Unit of measure	Boundary
Recordable case rate (RCR)	Rate	Group
Fatalities	Number	Group
Total major and significant fires, explosions and releases (FERs)	Number	Group
Major and significant road product transport incidents.	Number	South Africa
Total waste	Kiloton (kt)	Group
Hazardous waste	Kiloton (kt)	Group
Non-hazardous waste	Kiloton (kt)	Group
Total irreversible occupational diseases (IROD)	Number	Group
Area dedicated to biodiversity and conservation	Hectares	Group
Fire, explosion and release severity rate (FER-SR)	Rate	Group
Skills development spend	Rand millions	Group
South African Workforce Diversity (Page 121 of the report)	Number	South Africa
Recycled waste	Kiloton (kt)	Group
Employee Turnover	Percentage	Group
Greenhouse gases: Carbon dioxide (CO ₂)- Indirect Scope 3 emissions: Category 3: Fuel and energy related activities	tCO ₂ e	Group
Category 5: Waste generated in operations		
Category 6: Business Travel		
Category 11: Use of Sold products	Percentage	Group
EnEf Sasol Group (Improvement from 2015 baseline)		
EnEf - Operations and projects (Improvement from 2015 baseline)		
Sasol Group Energy Productivity (EP100) – Improvement from 2015 baseline	Percentage	Group

Director's Responsibilities

The Directors are responsible for the selection, preparation and presentation of the selected KPIs in accordance with the accompanying Sasol Limited Reporting Criteria. This responsibility includes the identification of stakeholders and stakeholder requirements, material issues, commitments with respect to sustainability performance and design, implementation and maintenance of internal control relevant to the preparation of the Report that is free from material misstatement, whether due to fraud or error. The Directors are also responsible for determining the appropriateness of the measurement and reporting criteria in view of the intended users of the selected KPIs and for ensuring that those criteria are publicly available to the Report users.

Inherent Limitations

Due to the inherent limitations of any internal control structure, it is possible that errors or irregularities in the information presented in the Report may occur and not be detected.

Our engagement is not designed to detect all weaknesses in the internal controls over the preparation and presentation of the Report, as the engagement has not been performed continuously throughout the period and the procedures performed were undertaken on a test basis.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the Code of Professional Conduct for Registered Auditors issued by the Independent Regulatory Board for Auditors (IRBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards).

INDEPENDENT AUDITOR'S ASSURANCE REPORT ON SELECTED KEY PERFORMANCE INDICATORS CONTINUED

KPMG Inc. applies the International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditor's Responsibility

Our responsibility is to express either a reasonable assurance opinion or limited assurance conclusion on the selected KPIs as set out in Table A and B of the Subject Matter paragraph, based on the procedures we have performed and the evidence we have obtained. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board. That Standard requires that we plan and perform our engagement to obtain the appropriate level of assurance about whether the selected KPIs are free from material misstatement.

The procedures performed in a limited assurance engagement vary in nature and timing and are less in extent than for a full reasonable assurance engagement. As a result, the level of assurance obtained in a combined assurance engagement is substantially lower than the assurance that would have been obtained had we performed a full reasonable assurance engagement.

(a) REASONABLE ASSURANCE

A reasonable assurance engagement in accordance with ISAE 3000 (Revised) involves performing procedures to obtain evidence about the measurement of the selected KPIs and related disclosures in the Report. The nature, timing and extent of procedures selected depend on the auditor's professional judgement, including the assessment of the risks of material misstatement of the selected KPIs, whether due to fraud or error.

In making those risk assessments we have considered internal control relevant to Sasol Limited's preparation of the selected KPIs. A reasonable assurance engagement also includes:

- Assessing the suitability in the circumstances of Sasol Limited's use of the applicable reporting criteria as a basis for preparing the selected information; and
- Evaluating the overall presentation of the selected sustainability performance information

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

(b) LIMITED ASSURANCE

A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised) involves assessing the suitability in the circumstances of Sasol Limited's use of its reporting criteria as the basis of preparation for the selected KPIs, assessing the risks of material misstatement of the selected KPIs whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the selected KPIs. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. Accordingly, for the KPIs where limited assurance was obtained, we do not express a reasonable assurance opinion about whether Sasol Limited's selected KPIs have been prepared, in all material respects, in accordance with the accompanying Sasol Limited reporting criteria.

The procedures we performed were based on our professional judgement and included inquiries, observation of processes followed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- Interviewed management and senior executives to obtain an understanding of the internal control environment, risk assessment process and information systems relevant to the sustainability reporting process;
- Inspected documentation to corroborate the statements of management and senior executives in our interviews;
- Performed a walkthrough of the processes and systems to generate, collate, aggregate, monitor and report the selected KPIs;
- Performed a controls walkthrough of identified key controls;
- Inspected supporting documentation on a sample basis and performed analytical procedures to evaluate the data generation and reporting processes against the reporting criteria; and
- Evaluated whether the selected KPIs presented in the Report are consistent with our overall knowledge and experience of sustainability management and performance at Sasol Limited.

Reasonable Assurance Opinion and Limited Assurance Conclusion

(A) REASONABLE ASSURANCE OPINION

In our opinion and subject to the inherent limitations outlined elsewhere in this report, the selected KPIs set out in Table A of the Subject Matter paragraph above for the year then ended 30 June 2026 are prepared, in all material respects, in accordance with the accompanying Sasol Limited reporting criteria.

(B) LIMITED ASSURANCE CONCLUSION

Based on the procedures we have performed and the evidence we have obtained and subject to the inherent limitations outlined elsewhere in this report, nothing has come to our attention that causes us to believe that the selected KPIs as set out in Table B of the Subject Matter paragraph above for the year then ended 30 June 2026 are not prepared, in all material respects, in accordance with the accompanying Sasol Limited reporting criteria.

Other Matters

The maintenance and integrity of Sasol Limited's website is the responsibility of Sasol Limited management. Our procedures did not involve consideration of these matters and, accordingly, we accept no responsibility for any changes to either the information in the Report or our independent assurance report that may have occurred since the initial date of its presentation on Sasol Limited website.

Our conclusion and opinion are not modified in respect of this matter.

Restriction of Liability

Our work has been undertaken to enable us to express either a reasonable assurance opinion or a limited assurance conclusion on the selected KPIs to the directors of Sasol Limited in accordance with the terms of our engagement, and for no other purpose. We do not accept or assume liability to any party other than Sasol Limited, for our work, for this report, or for the conclusion we have reached.

KPMG Inc.
KPMG Inc.

Per Safeera Loonat
Chartered Accountant (SA)
Registered Auditor
Director

31 August 2026

CONTACT DETAILS

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Shareholders' information

Shareholders' diary

ANNUAL GENERAL MEETING Friday, 13 November 2026

FORWARD-LOOKING STATEMENTS

Sasol may, in this document, make certain statements that are not historical facts, based on management's current views and assumptions, and which are conditioned upon and also involve known and unknown risks and uncertainties that could cause actual results, performance or events to differ materially from those anticipated by such statements. Should one or more of these risks materialise, or should underlying assumptions prove incorrect, our actual results may differ materially from those anticipated. Examples of such forward-looking statements include, but are not limited to, the capital cost of our projects and the timing of project milestones; our ability to obtain financing to meet the funding requirements of our capital investment programme, as well as to fund our ongoing business activities and to pay dividends; statements regarding our future results of operations and financial condition, and regarding future economic performance including cost containment, cash conservation programmes and business optimisation initiatives; our business strategy, performance outlook, plans, objectives or goals; statements regarding future competition, volume growth and changes in market share in the industries and markets for our products; our existing or anticipated investments, acquisitions of new businesses or the disposal of existing businesses, including estimates or projection of internal rates of return and future profitability; our estimated oil, gas and coal reserves; the probable future outcome of litigation, legislative, regulatory and fiscal developments, including statements regarding our ability to comply with future laws and regulations; future fluctuations in refining margins and crude oil, natural gas and petroleum and chemical product prices; the demand, pricing and cyclicity of oil, gas and petrochemical products; changes in the fuel and gas pricing mechanisms in South Africa and their effects on costs and product prices, statements regarding future fluctuations in exchange and interest rates and changes in credit ratings; assumptions relating to

macroeconomics, including changes in trade policies, tariffs and sanction regimes; the impact of climate change, our development of sustainability within our businesses, our energy efficiency improvement, carbon and greenhouse gas emission reduction targets, our net zero carbon emissions ambition and future low-carbon initiatives, including relating to green hydrogen and sustainable aviation fuel; our estimated carbon tax liability; cyber security; and statements of assumptions underlying such statements.

Words such as "believe", "anticipate", "expect", "intend", "seek", "will", "plan", "could", "may", "endeavour", "target", "forecast" and "project" and similar expressions are intended to identify forward-looking statements but are not the exclusive means of identifying such statements. By their very nature, forward-looking statements involve inherent risks and uncertainties, both general and specific, and there are risks that the predictions, forecasts, projections, and other forward-looking statements will not be achieved. These risks and uncertainties are discussed more fully in our most recent annual report on Form 20-F filed after 12:00 SAST (South African Standard Time) on 1 September 2026 and in other filings with the United States Securities and Exchange Commission. The list of factors discussed therein is not exhaustive; when relying on forward-looking statements to make investment decisions, you should carefully consider both the foregoing factors and other uncertainties and events, and you should not place undue reliance on forward-looking statements. Forward-looking statements apply only as of the date on which they are made, and we do not undertake any obligation to update or revise any of them, whether as a result of new information, future events or otherwise.

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GLOSSARY AND ABBREVIATIONS

Please note

One billion is defined as one thousand million, bbl – barrel, bscf – billion standard cubic feet, mmscf – million standard cubic feet, oil references Brent crude, mmbœ – million barrels oil equivalent.

ABAC	Anti bribery and corruption	CPI	Consumer Price Index	GDP	Gross domestic product
AC	Audit Committee	CPT	Corporate Performance Target	GEC	Group Executive Committee
ACC	Annual compliance confirmation	CPTs	Corporate Performance Targets	GHG	Greenhouse gas
AEL	Atmospheric emissions licence	CSR	Corporate sustainability reporting directive	GID	Global Invest Direct Programme
AEPW	Alliance to end plastic waste	CTL	Coal-to-liquids	GM	Gross margin
AGM	Annual General Meeting	CTT	Central termica de Temane	GMR	Group material risk
AI	Artificial intelligence	CY	Calendar year	GO	Guarantee of origins
Anti-trust	Anti-corruption, sanctions and competition law	DBE	Department of Basic Education	GRI	Global Reporting Initiative
ASG	Affordable Gold Standard	DEPS	Diluted earnings per share	Group	Sasol group of companies
AUC	Assets under construction	DFE	Department of Forestry, Fisheries and Environment	HC	Human Capital
B-BBEE	Broad-Based Black Economic Empowerment	DIROs	Dependencies, impacts, risks and opportunities	HCFCs	Hydrochlorofluorocarbons
bbl	Barrels	DISPAL	Dispersible Alumina	HDP	Historically disadvantage persons
BCM	Business continuity Management	DWS	Department of water and sanitation	HEPS	Headline earnings per share
BESS	Battery energy storage system	EBIT	Earnings before interest and tax	HFC	Hydrofluorocarbons
BHR	Business human rights	EBITDA	Earnings before interest, tax, depreciation and amortisation	HF-LAB	HF linear alkyl benzene
BMP	Biodiversity management plans	ECD	Early childhood development	HPA	Highveld priority area
Board	Board of Directors	EE	Employment equity	HSI	High-severity incident
BO	Beneficial operation	EI	Energy intensity	HSI-SR	High-severity incident – severity rate
BPA	Biomethane purchase power agreements	EMI	Environmental management inspectorate	HY	Half year
bscf	Billion standard cubic feet	EMS	Emergency medical services	IAP	Integrated advocacy plan
BT	Behaviour transformation	EnEf	Energy efficiency	IC	International chemicals
BTW	Bridge to work	EnMS	Energy management system	IC	Intellectual capital
CAIA	Chemical Allied Industry Association	eNPS	Employee net promoter score	IEA	International energy agency
CAM	Combined Assurance Model	EP100	Energy productivity 100	IFRS	International Financial Reporting Standards
capex	Capital expenditure	EPR	Extended producer responsibility	ILBI	Internationally legally binding instrument
CBMP	Carbon budget and mitigation plan	EPS	Basic earnings per share	IM	Information Management
CBMP	Carbon budget mitigation plan	ERM	Enterprise risk management	INC	Intergovernmental Negotiations Committee
CCS	Carbon capture and storage	ERMPs	Environmental reduction management plan	IPF	Integrated processing facility
CEP	Corridor empowerment project	ERP	Enterprise resource planning	IPMVP	International performance measurement and verification protocol
CGS	Council for Geoscience	ERR	Emission Reduction Roadmap	IR	Integrated Report
CF2	Clean fuels specifications	ESD	Enterprise and Supplier Development	IRIS	Integrated regulatory information system
CFC	Cash fixed cost	ESG	Environmental, social and governance	ISCC+	International sustainability and carbon certification plus
CFO	Chief Financial Officer	EVP	Employee Value Proposition	ISSB	International sustainability standards board
CGU/s	Cash generating unit/s	EVP/s	Executive Vice President/s	IT	Information Technology
CMD	Capital markets day	EUR/ton	Euro per ton	IPF	Individual performance factor
CN	Cyanide	FC	Financial capital	IVRS	Integrated Vaal river system
CO₂	Carbon dioxide	FCTR	Foreign currency translation gains	JSE	JSE Limited
COD	Chemical Oxygen demand	FERs	Fires, explosions and releases	JV/s	Joint venture/s
COD	Chemical oxygen demand	FER-SR	Fires, explosions and releases – severity rate	KPI/s	Key performance indicator/s
COD	Chemical oxygen demand	FT	Fischer-Tropsch	kt	Thousand tons
Code	Code of Conduct	FY	Financial year/full year	ktpa	Thousand tons per annum
CPF	Central processing facility	GBF	Kunming-Montreal Global Biodiversity Framework	KUEs	Key undesirable events
CPF	Central processing facilities	GBVF	Gender-based violence and femicide		

GLOSSARY AND ABBREVIATIONS CONTINUED

LAB	Linear alkyl benzene
LBIT	Loss before interest and tax
LCA	Life cycle assessment
LCCC	Lake Charles Chemicals Complex
LCUF	Low carbon utilities and fuels
LDA	Local development agreements
LEAP	Leadership experience acceleration programme
LIP JV	Louisiana Integrated Polyethylene Joint venture
LLM	Large language models
LNG	Liquefied natural gas
LTi/s	Long-term incentive/s
LTIP	Long-term incentive plan
LWDCR	Lost workday case rate
M&A	Merger and acquisition
MC	Manufactured capital
MEG	Monoethylene glycol
MITA	Mechanical integrity technical authority
MM	Material matters
m³/h	Cubic metre per hour
mm bbl	Million barrels
mmboe	Million barrels oil equivalent
m bbl	Thousand barrels
mm tons	Million tons
mmscf	Million standard cubic feet
mm³	Million cubic metres
MOI	Memorandum of Incorporation
MOU	Memorandum of Understanding
MRG	Methane-rich gas
MSR	Minimum Shareholding Requirement
MTBF	Mean time between failures
MTTR	Mean time to repair
MW	Megawatt
N₂O	Nitrous oxide
Natref	National petroleum refiners of South Africa (Pty) LTD
NC	Natural capital
NDC	Nationally determined contribution
NDC	Nationally determined contribution
NED	Non-Executive Director
NEMWA	National environmental management waste act
NGC	Nomination and Governance Committee
NGOs	Non-governmental organisations
NLPs	Natural language processors
NOX	Nitrous oxides
NPAT	Net profit after tax
NPS	Net promoter score
NGF	National qualifications framework
NRR	New reporting requirements

NYSE	New York Stock Exchange
OE	Operational excellence
OMEs	Operating model entities
Op&P	Operations and projects
OPs/Rps	Operating Platforms and Regional Platforms
ORA	Operations Rhythm and Assurance
OSSEA	One Sasol SHE excellence approach
OT	Operational Technology
PA	Per annum
PCF	Product carbon footprint
PCR	Post-consumer recycle
PDRi	Plan, Do, Review and Improve
PE	Polyethylene
PEG	Polyethylene glycols
PKO	Palm kernel oil
PM	Particulate matter
PPA	Power purchase agreement
PSA	Production Sharing Agreement
PSM	Process safety management
PT5-C	Pande-Temane area
PTSC	Polymer technology services centre
PV	Photovoltaic
PwD	People with disabilities
Rb	Rand billions
RCF	Revolving credit facility
RCR	Recordable case rate
RD	Renewable diesel
RE	Renewable energy
REACH	Registration, evaluation, authorization and restrictions of chemicals
REC	Renewable energy certificates
RFP	Request for proposal
Rm	Rand millions
ROAS	Regional operations and asset services
ROIC	Return on invested capital
ROMPCO	Republic of Mozambique Pipeline Investment Company (Pty) Ltd
RSPO	Roundtable on sustainable palm oil
rTSR	Relative total shareholder return
R/ton	Rand per ton
R/US\$	Rand/US dollar currency
RWO%	Recycled water offset percentage
SA	South Africa
SAF	Sustainable aviation fuel
SAFA	South African football association
SARS	South African Revenue Services
SBTi	Science-based target initiative

SC	Social capital
SD	Sustainable development
SDG/s	Sustainable Development Goal/s
SEC	Securities and Exchange Commission
SEIP	Socio-economic industrial projects
SGEPP	Sasol gas engine power plant
SHE	Safety, health and environment
SLES	Sodium lauryl ether sulfates
SME	Small and medium enterprises
SNO	Sasolburg Natref Operations
SO	Secunda Operations
SO₂	Sulphur dioxide
SOB	State of biodiversity
SOC	Security operations centre
SO_x	Sulphur oxides
SPL	Single point licensor
SQAS	Safety and quality assessment system
SRU	Sulphur recovery unit
SSEC	Safety Social and Ethics Committee
STEM	Science, technology, engineering and mathematics
STI/s	Short-term incentive/s
SuPM	SAP sustainability performance management
SV	Shared value
t/cm/s	Tons per continuous miner per shift
TGP	Total guaranteed package
The Companies Act	Companies Act 71 of 2008
the Policy	Remuneration policy
TSR	Total shareholder return
TSS	Total suspended solids
TVET	Technical and vocational education and training
UEM	Eduardo Mondlane University
UNGC	United Nations Global Compact
UNGP	United Nations Guiding Principles on Business Human Rights
US	United States of America
US\$/ton	US dollar per ton
UN	United Nations
UNGP	United Nations Guiding Principles on Business Human Rights
UN SDG/s	United Nations Sustainable Development Goal/s
VAT	Value added tax
VPPA	Virtual power purchase agreement
WACC	Weighted average cost of capital
WCO	World class operations
WML	Water management license
WUL	Water use license
ZAR	South African Rand



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