SASOL LIMITED

King V Application and Disclosure Report

for the year ended 30 June 2026

BUILDING CREDIBILITY
THROUGH PERFORMANCE

"Creating value through ethical leadership and effective governance"

Introduction

Sasol Limited (Sasol or the Company) is listed on the Johannesburg Stock Exchange (JSE) and is also listed on the New York Stock Exchange (NYSE) for the purpose of registering its American Depositary Receipts with the United States Securities and Exchange Commission (SEC).

Sasol is committed to maintaining high standards of corporate governance and transparency, consistent with both South African and international governance expectations. The Company applies the principles of the King V Code on Corporate Governance™ for South Africa, 2025 (King V™), in conjunction with the requirements set out in the JSE Listings Requirements, and, in all material respects, aligns with applicable governance standards for domestic issuers listed on the NYSE.

Application of King V™

For the reporting period ended 30 June 2026, Sasol has applied all the King V™ principles. This report, prepared in accordance with the King V™ Disclosure Framework, discloses Sasol's application of the King V™ principles and identifies any material exceptions to the supporting recommended practices where these have not been applied as appropriate to achieve the intended governance outcomes. Where appropriate, disclosures are incorporated by reference to Sasol's Integrated Report and other public disclosures to avoid duplication and to provide a comprehensive and connected view of governance.

Statement on the realisation of governance outcomes

The Board exercises judgement in adopting the recommended King V™ practices, taking into account the Company's context and strategic objectives. Based on the application of these principles and practices during the reporting period, we are of the view that Sasol's governance arrangements have realised value within its economic, social and environmental context and have supported the achievement of the governance outcomes of ethical culture, performance and value creation, conformance and prudent control, and legitimacy.

How we report

Sasol's Integrated and Sustainability Report (Integrated Report) is its primary annual communication to providers of capital and other key stakeholders. It provides an integrated view of the company's strategic progress, future ambitions, material matters and value creation, informed by integrated thinking, taking into account the interdependencies between Sasol's activities, resources, relationships and the six capitals.

Sasol's suite of reports

The Integrated 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. It presents the activities of the organisation in a concise manner with more detailed information available in Sasol's suite of reports.

IR

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.

REM Remuneration report

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

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**

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	●	○	○
NYSE Listing Requirements			
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

Direction for use: We apply King V™ with a focus on achieving its intended outcomes. This report adopts a practical and considered approach, using cross-references to avoid duplication while ensuring disclosures remain clear, relevant and useful. It should be read together with:

Information and the suite available on the Sasol website: WWW **https://www.sasol.com/**
Sasol's Annual Financial Statements: WWW **https://www.sasol.com/investor-centre/financial-results**
Sasol's Integrated and Sustainability: WWW **https://www.sasol.com/investor-centre/integrated-reports**
Sasol's Code of Conduct: WWW **https://www.sasol.com/esg/ethics/sasol-code-of-conduct**
Sasol's memorandum of incorporation: WWW **https://www.sasol.com/corporate-governance/memorandum-of-incorporation**
Sasol's Board charter and its committees' terms of reference: WWW **https://www.sasol.com/who-we-are/corporate-governance/board-charte**

LEADING ETHICALLY AND EFFECTIVELY

PRINCIPLE 1: THE BOARD LEADS ETHICALLY AND EFFECTIVELY AS THE FOCAL POINT OF CORPORATE GOVERNANCE IN THE ORGANISATION.

Exception declaration: All recommended practices supporting Principle 1 have been implemented, with no material exceptions requiring disclosure.

Characteristics and values of the Board

The Board is satisfied that, individually and collectively, its members continue to foster and demonstrate the characteristics of integrity, competence, responsibility, accountability, fairness and transparency. This is supported by the Board's governance framework, which includes the Code of Conduct, Board Charter, Directors' Declarations of Interest Policy and Process, the Policy on Dealings in Securities, ongoing director development programmes and Board performance evaluations. Directors are required to act in good faith and in the best interests of Sasol, manage conflicts of interest appropriately, exercise independent judgement and maintain the skills, knowledge and competence required to discharge their duties effectively. The Board further promotes a stakeholder-inclusive approach, ethical conduct, transparent reporting and accountable decision-making through its governance structures, oversight processes and disclosures.

Overarching governance role and functions

The Board fulfilled all dimensions of its governance role and discharged its responsibilities in accordance with its Charter during the reporting period. It provided strategic direction, approved material policies and frameworks, oversaw management's execution of strategy and monitored the Group's performance, risk management, sustainability, compliance and governance arrangements. In doing so, it balanced oversight of the Group's operations and performance with consideration of the broader economic, social and environmental context in which Sasol operates, while maintaining accountability for past and present performance and considering future opportunities and risks.

Performance evaluation

The Board undertakes regular evaluations of its performance and that of its Committees, the Chairperson and individual directors and is satisfied that these assessments support continuous improvement and the effective discharge of its governance responsibilities.

CROSS REFERENCE

IR Information relating to Board and Committee **meetings** held during the reporting period, including directors' **attendance**, as well as the Board's **key activities** during the reporting period and planned areas of **future focus**, is provided in the Integrated Report.

IR Information relating to the Board, Committee and director **evaluation process**, including high-level findings, is provided in the Integrated Report.

OUTCOME

Ethical and effective leadership, which contributes to an ethical culture, sound governance, sustainable value creation and stakeholder confidence.

ETHICS

PRINCIPLE 2:
THE BOARD GOVERNS THE ETHICS OF THE ORGANISATION IN A WAY THAT ENABLES AN ETHICAL CULTURE AND RESPONSIBLE CORPORATE CITIZENSHIP.

Exception declaration: All recommended practices supporting Principle 2 have been implemented, with no material exceptions requiring disclosure.

Organisational ethics

Sasol's management of ethics is effective in promoting and sustaining an ethical culture. This is supported by the Group's Code of Conduct, formal ethics programme, Group Ethics Office, ethics and compliance training, EthicsLine reporting mechanisms, whistleblower protections and ongoing oversight by the Safety, Social and Ethics Committee. The Safety, Social and Ethics Committee receives regular reports on ethics-related matters and monitors the effectiveness of ethics management processes, while periodic assurance activities and independent ethics assessments support continuous improvement. Ethics standards are reinforced through induction, awareness initiatives, performance management processes, leadership expectations and consequence management arrangements.

We are also satisfied that Sasol maintains a framework of policies, processes and controls designed to prevent, detect and respond to fraud, corruption and money laundering. These arrangements are supported by the Code of Conduct, Anti-Bribery and Anti-Corruption Policy, Conflicts of Interest management, due diligence processes, EthicsLine, investigation protocols and governance oversight by the Safety, Social and Ethics Committee. Sasol Assurance Services, forensic capabilities and compliance monitoring activities further support the effectiveness of these controls. Significant incidents, where identified, are appropriately investigated and addressed through remedial, disciplinary and consequence management processes designed to manage impacts and reduce the risk of recurrence.

Responsible corporate citizenship

We are satisfied that Sasol's values and the impacts and outcomes of its activities and outputs are congruent with responsible corporate citizenship. In approving the Group's strategy, priorities and material matters, the Board considers the long-term sustainability of the business and its impact on the workplace, economy, society and environment. Supported by the Safety, Social and Ethics Committee, the Board oversees Sasol's impact on stakeholders, society and environment, including matters relating to human rights, ethics, safety, employee wellbeing, climate change, environmental stewardship, social investment, economic inclusion, stakeholder engagement, tax transparency and sustainable procurement. Performance against these matters is monitored through established governance structures, targets and reporting processes and is disclosed through the Integrated Report and related sustainability disclosures.

CROSS REFERENCE

IR Information relating to **organisational ethics** and Sasol's **approach to corporate citizenship** is provided in the Integrated Report.

SSR Information relating to Sasol's approach to responsible corporate citizenship is available in our Sasol in Society report.

WWW **Sasol website** | **Code of Conduct** | **EthicsLine** | **Whistleblowing** | **Conflict of interest policies** | **Tax Report** and other social sustainability information are available on Sasol's website.

OUTCOME

An ethical culture is fostered through responsible conduct, integrity, accountability and transparent decision-making across the Group.

STRATEGY, PERFORMANCE AND SUSTAINABLE VALUE

PRINCIPLE 3: THE BOARD ENSURES THAT SASOL'S PURPOSE, STRATEGY AND BUSINESS MODEL SUPPORT PERFORMANCE THAT CREATES SUSTAINABLE VALUE WITHIN SASOL'S ECONOMIC, SOCIAL AND ENVIRONMENTAL CONTEXT.

Exception declaration: All recommended practices supporting Principle 3 have been implemented, with no material exceptions requiring disclosure.

Strategy, performance and sustainable value creation

Sasol's purpose is to innovate for a better world, and its strategy, business model and activities are directed towards creating sustainable value for stakeholders over the short, medium and long term. The Group's business model is built around the responsible and sustainable production of energy and chemical products and is underpinned by an integrated value creation approach.

CROSS REFERENCE

IR Information relating to Sasol's **purpose**, **strategy, business model and approach to sustainable value creation** is provided in the Integrated Report.

OUTCOME

The Group demonstrates responsible corporate citizenship, supporting sustainable value creation and strengthening stakeholder trust and legitimacy.

REPORTING

PRINCIPLE 4: THE BOARD ENSURES THAT EXTERNAL REPORTS ISSUED BY SASOL ENABLE STAKEHOLDERS TO MAKE INFORMED ASSESSMENTS OF HOW SASOL CREATES, PRESERVES AND ERODES VALUE WITHIN ITS ECONOMIC, SOCIAL AND ENVIRONMENTAL CONTEXT OVER THE SHORT, MEDIUM AND LONG TERM.

Exception declaration: All recommended practices supporting Principle 4 have been implemented, with no material exceptions requiring disclosure.

Reporting

The Board, with the support of its committees, is ultimately accountable for the integrity, quality, completeness and reliability of Sasol's external reports.

CROSS REFERENCE

www **Sasol website** | Sasol's **annual reporting suite**, including the Integrated Report, Annual Financial Statements, Form 20-F and other corporate reports and disclosures, is available on Sasol's website.

OUTCOME

Stakeholders are provided with transparent, balanced and reliable information that enables informed assessments of the Group's performance, governance and long-term value creation.

COMPOSITION OF THE BOARD

PRINCIPLE 5: THE BOARD ENSURES THAT ITS COMPOSITION IS BALANCED WITH RESPECT TO THE MIX OF COMPETENCIES, DIVERSITY AND INDEPENDENCE THAT ENABLES IT TO DISCHARGE ITS OBLIGATIONS OBJECTIVELY AND EFFECTIVELY.

Exception declaration: All recommended practices supporting Principle 5 have been implemented, with no material exceptions requiring disclosure.

Composition of the Board

The Board's composition reflects an appropriate balance of competencies, skills, experience, diversity and independence to enable it to fulfil its responsibilities objectively and effectively. This conclusion is informed by annual Board composition reviews, the Board skills matrix, diversity assessments, independence assessments, succession planning reviews and the oversight of the Nomination and Governance Committee.

Targets set for gender and race representation and progress made

The Board promotes diversity across a range of attributes, including gender, race, age, culture, nationality, skills, experience and professional background. The Board's diversity objectives and progress against those objectives are reviewed by the Nomination and Governance Committee and disclosed in the Integrated Report together with the current composition of the Board and progress made against the Board's gender and race representation targets.

Categorisation of directors

The Board comprises a majority of non-executive directors, the majority of whom are independent. The categorisation of each director as executive, non-executive or independent non-executive is disclosed in the Integrated Report. Independence is assessed annually by the Board, taking into account all relevant factors and circumstances, including tenure, prior employment, shareholdings, business relationships and other affiliations. Where applicable, the rationale supporting any determination of independence is disclosed in the Integrated Report.

Qualifications, experience and other professional positions held by directors

The qualifications, skills, experience, and other significant professional positions held by each director are disclosed in the Integrated Report and Form 20-F. These disclosures provide stakeholders with sufficient information to assess the suitability of individual directors, the overall composition of the Board and the contribution of directors to the governance, oversight and long-term success of the Group.

Period of service and age of each director

The tenure and period of service of each director are disclosed in the Integrated Report and form part of the Board's annual review of composition, independence and succession planning. The age of each director is also disclosed in the Integrated Report.

Reasons why any directors have resigned, retired or been removed

Where a director retires, resigns or otherwise leaves the Board, the reasons for such departure are disclosure in the relevant SENS announcements and mentioned in the Integrated Report.

Nomination and continual development of directors

We are satisfied with the process and outcomes relating to the nomination of suitable candidates and the ongoing development of directors.

The Nomination and Governance Committee oversees Board composition, succession planning, director nominations and director development. Candidates nominated for election or re-election are considered against the Board's skills requirements, diversity objectives, independence considerations, succession plans and the future strategic requirements of the Group before being approved by the Board and recommended to shareholders. Due diligence procedures are undertaken on prospective directors, including verification of qualifications and professional credentials.

The Board further supports the continual development of directors through structured induction programmes for newly appointed directors and ongoing development initiatives, including regular briefings on governance, legal, regulatory, industry and strategic developments, emerging risks and opportunities, and matters relevant to Sasol's operating environment.

Chairman and Lead Independent Director

The Chairman is an independent non-executive director whose independence is assessed by the Board annually.

The Board has appointed an independent non-executive Lead Independent Director whose independence is assessed by the Board annually.

CROSS REFERENCE

IR Information relating to Board **composition**, **diversity**, **gender and race representation targets** and **progress against those targets**, **director categorisation and independence**, as well as directors' **tenure and age**, and **appointment**, **retirement and resignation of directors** is provided in the Integrated Report.

20-F Information relating to the **qualifications**, **experience**, **skills and external professional positions held by directors** is provided in the Integrated Report and the Form 20-F.

IR Information relating to Board **nominations**, **succession planning**, **director induction and the ongoing development** of directors is provided in the Integrated Report. Information relating to the **Chairman and Lead Independent Director** is provided in the Integrated Report.

www **Sasol website** | **AGM Notice** | **SENS announcements** | Information relating to director nominations, elections and retirements is provided in the AGM Notice and on SENS announcements available on our website.

www **Sasol website** | **Board Charter** | Information relating to the Board's governance arrangements, roles (including the roles of the Chairman and Lead Independent Director), responsibilities and composition is provided in the Board Charter.

OUTCOME

The Board's composition, diversity, skills, experience and independence support effective governance, informed decision-making and the long-term success of the Group.

COMMITTEES OF THE BOARD

PRINCIPLE 6:
THE BOARD ENSURES THAT ARRANGEMENTS FOR DELEGATION TO COMMITTEES AND INDIVIDUALS WITHIN ITS OWN STRUCTURES PROMOTE THE OBJECTIVE AND EFFECTIVE DISCHARGE OF ITS OBLIGATIONS.

Exception declaration: All recommended practices supporting Principle 6 have been implemented, with no material exceptions requiring disclosure

Board delegations to individuals and committees

The Board's delegation of responsibilities and authority to its Committees supports the objective and effective discharge of its governance obligations. The Board has established a committee structure comprising the Audit Committee, Nomination and Governance Committee, Remuneration Committee, Safety, Social and Ethics Committee and Capital Investment Committee, each operating under Board-approved terms of reference that clearly define their respective mandates, authorities and responsibilities.

The Board remains ultimately accountable for all matters delegated to Committees. It receives reports, recommendations and feedback from Committee chairs, applies its collective judgement to matters presented by Committees and monitors the effectiveness of Committee oversight through Board and Committee evaluations.

Board Committees

AUDIT COMMITTEE

The Audit Committee assists the Board in overseeing the integrity and quality of external reporting, financial reporting, combined assurance, internal financial controls, the finance function, external audit, internal audit, technology and information management oversight, cybersecurity governance and legal and regulatory compliance matters that may impact reporting and disclosures. We are satisfied that the Committee has fulfilled its responsibilities in accordance with its Terms of Reference.

The Committee comprises independent non-executive directors and the Chief Financial Officer, Chief Assurance Officer, Chief Information Officer, external auditor and other members of management attend meetings by invitation as required.

NOMINATION AND GOVERNANCE COMMITTEE

The Nomination and Governance Committee assists the Board in relation to Board composition, governance oversight, succession planning, independence assessments, Board and Committee evaluations, director nominations and director development. We are satisfied that the Committee has fulfilled its responsibilities in accordance with its Terms of Reference.

The Committee comprises independent non-executive directors. Management attend meetings by invitation where appropriate.

REMUNERATION COMMITTEE

The Remuneration Committee oversees remuneration governance and assists the Board in ensuring fair, responsible and transparent remuneration practices that support Sasol's strategy, values, risk framework and long-term sustainability objectives. We are satisfied that the Committee has fulfilled its responsibilities in accordance with its Terms of Reference.

The Committee comprises independent non-executive directors. Management and independent remuneration advisers, including Deloitte Consulting, attend meetings by invitation as required. The Committee has satisfied itself of the independence and objectivity of Deloitte Consulting.

SAFETY, SOCIAL AND ETHICS COMMITTEE

The Safety, Social and Ethics Committee assists the Board in overseeing ethics, responsible corporate citizenship, stakeholder relationships, safety, health, environment, sustainability, human rights and social performance. We are satisfied that the Committee has fulfilled its responsibilities in accordance with its Terms of Reference.

The Committee comprises executive and non-executive directors, with a majority of independent non-executive directors. Management representatives and subject matter experts attend meetings by invitation as required.

CAPITAL INVESTMENT COMMITTEE

The Capital Investment Committee assists the Board by overseeing strategic transformation initiatives, major capital projects, acquisitions, disposals, strategic investments, digital strategy execution, digital investments and value delivery from technology and innovation programmes. We are satisfied that the Committee has fulfilled its responsibilities in accordance with its Terms of Reference.

The Committee comprises executive and non-executive directors, the majority being independent non-executive directors. Management attends meetings by invitation where relevant.

CROSS REFERENCE

WWW **Sasol website** | **Board Charter and Committee Terms of Reference** | Information relating to the **mandates**, **roles**, **responsibilities and delegated authority** of the Board and its Committees is provided in the Board Charter and Committee Terms of Reference, available on Sasol's website.

IR Information relating to the **composition of the Committees of the Board**, the **qualifications, experience and expertise of the members** of these Committees, **meetings and attendance and key areas of focus** during the reporting period and for the year ahead, is provided in the Integrated Report.

AFS Further information relating to the Audit Committee's **auditor independence and quality**, **significant matters considered** in relation to the Annual Financial Statements, and the **effectiveness of the Chief Financial Officer**, **finance function and internal financial controls**, is provided in the Audit Committee Report included in the Annual Financial Statements.

REM Further information relating to the Remuneration Committee is provided in the Remuneration Report.

SR Further information relating to the Safety, Social and Ethics Committee is provided in the Chairman's Statement of the Safety, Social and Ethics Committee and sustainability section in the Integrated Report.

OUTCOME

Delegation arrangements enable the Board and its Committees to discharge their responsibilities effectively while maintaining appropriate oversight and accountability.

APPOINTMENT AND DELEGATION TO MANAGEMENT

PRINCIPLE 7: THE BOARD ENSURES THAT THE APPOINTMENT AND DELEGATION TO MANAGEMENT PROMOTE OPERATIONAL EFFECTIVENESS AND THAT THE RESPECTIVE ROLES AND DECISION-MAKING POWERS OF THE BOARD AND MANAGEMENT ARE CLEARLY DEFINED.

Exception declaration: All recommended practices supporting Principle 7 have been implemented, with no material exceptions requiring disclosure.

The CEO

The material terms of the CEO's service contract, including notice provisions and any conditions relating to termination of employment, are disclosed in the Remuneration Report to the extent required by applicable legislation, governance standards and disclosure requirements. Termination arrangements are governed by the CEO's service contract, the Remuneration Policy and applicable laws and are subject to Board oversight.

We are satisfied that succession planning for the CEO position adequately safeguards leadership continuity and the stability of the Group. The Nomination and Governance Committee oversees CEO succession planning on behalf of the Board and considers both emergency and long-term succession requirements, leadership development initiatives and future strategic requirements. Succession planning forms part of the Board's broader review of leadership capability, organisational sustainability and continuity planning and is reviewed periodically to ensure readiness for foreseeable succession scenarios.

The CEO has implemented succession planning processes for executive management and other critical leadership positions. These processes form part of the Group's talent management and leadership development framework and are subject to oversight by the Nomination and Governance Committee. Succession planning is designed to support leadership continuity, retention of critical skills, organisational resilience and readiness for future business requirements, while ensuring that suitably qualified successors are identified and developed for key roles.

Delegation to management

We are satisfied that the Group Delegation of Authority (DoA) framework contributes to operational effectiveness and provides a clear distinction between matters reserved for the Board and those delegated to management. The DoA supports effective decision-making, accountability and governance across the Group and clearly defines the respective authorities, responsibilities and decision-making powers of the Board, its Committees and management. The framework is reviewed periodically to ensure that it remains aligned with the Group's operating model, governance requirements, strategic priorities and regulatory obligations.

Professional corporate governance services to the Board

Appropriate arrangements are in place to provide access for the Board, its Committees and directors to professional and independent guidance on its legal, regulatory and corporate governance responsibilities and to support its effective functioning. The Board and its Committees are supported by the Group Company Secretary, who provides guidance on governance matters, advises on legal and governance developments, supports Board and Committee processes and assists directors in the discharge of their duties. The Company Secretary has unrestricted access to the Board, its Committees, the Chairman and individual directors and operates with the authority, standing and independence necessary to perform the role effectively. Directors are also entitled to obtain independent professional advice at the Company's expense where considered necessary for the fulfilment of their duties.

The Board annually considers and confirms the competence, qualifications, experience and independence of the Company Secretary and is satisfied that the Company Secretary continues to provide effective governance support and independent advice to the Board and its Committees.

CROSS REFERENCE

REM Information relating to **executive service contracts**, including **notice provisions**, **termination arrangements** and the Board's oversight thereof, and the **principles governing executive remuneration**, is provided in the Remuneration Report and Remuneration Policy

OUTCOME

Clear accountability, decision-making authority and leadership responsibilities support effective management, operational performance and the achievement of the Group's strategic objectives.

RISK

PRINCIPLE 8: THE BOARD GOVERNS RISK IN A WAY THAT ENABLES SASOL TO SUSTAIN AND OPTIMISE ITS STRATEGY AND OBJECTIVES.

Exception declaration: All recommended practices supporting Principle 8 have been implemented, with no material exceptions requiring disclosure.

Risk management

The Board has purposefully assumed direct responsibility for the governance of risk, deciding not to delegate this responsibility to a risk committee. To support the Board with ensuring effective risk management oversight, all Board committees are responsible for ensuring the effective monitoring of risks within the ambit of each committee's scope as contained in their terms of reference.

The Board governs risk in a manner that supports the achievement of Sasol's strategic objectives and the creation of sustainable value. Risk management is embedded throughout the Group's governance, planning, decision-making and operational processes through the Enterprise Risk Management Framework, Risk Policy and Combined Assurance Model. The Board, supported by its Committees and management, oversees the identification, assessment, management and monitoring of risks and opportunities, including emerging risks and business continuity arrangements.

Based on the assurance obtained through the Combined Assurance Model, management reviews, internal audit activities and oversight by the Audit and other Board Committees, we are satisfied that the Group's risk function, risk management system and overall internal control framework remain effective and that significant control deficiencies and weaknesses identified during the reporting period are being appropriately addressed through remediation and ongoing monitoring processes.

CROSS REFERENCE

IR 20-F Information relating to the Group's **material risks**, **risk management approach** and other **material risk disclosures** is provided in the Integrated Report and Form 20-F.

OUTCOME

Risk is governed effectively, enabling the Group to pursue its strategy, achieve its objectives, respond to uncertainty and strengthen its long-term resilience.

COMPLIANCE

PRINCIPLE 9:
THE BOARD GOVERNS COMPLIANCE WITH APPLICABLE LAWS AND ADOPTED POLICIES, NON-BINDING RULES, CODES AND STANDARDS IN A WAY THAT PROMOTES ETHICS AND RESPONSIBLE CORPORATE CITIZENSHIP.

Exception declaration: All recommended practices supporting Principle 9 have been implemented, with no material exceptions requiring disclosure.

Compliance management

The Board, with the support of its Committees, oversees compliance with applicable laws, regulations, governance codes, standards and internal policies. Compliance is managed through a risk-based framework that is integrated with Sasol's governance, risk management and internal control systems and is supported by governance structures, policies, standards and assurance processes. The Board Committees receive regular reports on compliance matters, significant compliance risks, including emerging compliance risks, material compliance incidents, regulatory developments and compliance performance in accordance with their delegated mandates. Through the combined assurance model, assurance is given on the effectiveness of the Group's compliance framework and the Board is satisfied that the organisation-wide system of compliance remains effective and supports ethical conduct and responsible corporate citizenship. Based on this assurance, we are satisfied that any significant regulatory findings, penalties, sanctions or compliance incidents are appropriately identified, assessed and addressed with measures implemented to manage consequences and reduce the risk of recurrence.

No material penalties, sanctions or fines were imposed on Sasol, its directors or prescribed officers during the reporting period.

CROSS REFERENCE

IR Further information relating to compliance, ethics and governance oversight is provided in the Integrated Report.

OUTCOME

Effective compliance supports responsible business practices, mitigates regulatory risk and strengthens stakeholder confidence.

DATA, INFORMATION AND TECHNOLOGY

PRINCIPLE 10:
THE BOARD GOVERNS DATA, INFORMATION AND TECHNOLOGY IN A WAY THAT ENABLES SASOL TO SUSTAIN AND OPTIMISE ITS STRATEGY AND OBJECTIVES.

Exception declaration: All recommended practices supporting Principle 10 have been implemented, with no material exceptions requiring disclosure.

Data and information

We are satisfied that the Group's data and information governance framework supports the effective, compliant and ethical management and control of data and information throughout their lifecycle. This is achieved through established information governance, privacy, cybersecurity, records management, data classification, data quality and information management policies, standards and controls, supported by oversight from the Audit Committee, Capital Investment Committee, management and the Chief Information and Digital Officer. The Board, through its Committees, receives regular reporting and assurance regarding information governance, cybersecurity and information-related risks and controls.

Appropriate controls and governance arrangements are also in place to support the prevention and detection of information privacy breaches. These include privacy governance, cybersecurity controls, information management standards, monitoring activities, incident management processes and compliance frameworks. The Board, through the Audit Committee, receives updates regarding information security and privacy matters and is satisfied that significant incidents, where identified, are appropriately investigated, managed and addressed to mitigate impacts and support continuous improvement.

Technology

We are satisfied that the acquisition, development, implementation, use and management of technology are effective, compliant and aligned with Sasol's governance and ethical standards. Technology governance is supported through established policies, standards and frameworks, including the Envision 2 Deliver (E2D) IT Project Management Framework, governance and risk management processes, technology reviews, change management processes and oversight by the Audit Committee, Capital Investment Committee and management.

Appropriate cybersecurity governance, controls and monitoring arrangements are in place to support the prevention, detection, response and recovery of cyber incidents. These arrangements include cybersecurity oversight, a Security Operations Centre, vulnerability management, cyber monitoring, incident response processes, independent assurance activities and regular reporting to the Audit Committee. The Board is satisfied that significant cybersecurity incidents, where relevant, are appropriately managed to mitigate consequences and strengthen resilience against future threats.

The ethical, legal, compliance, operational and cybersecurity risks associated with emerging, innovative and disruptive technologies are appropriately identified, assessed and managed. Emerging technologies are evaluated through governance, enterprise architecture, risk management and technology planning processes to ensure alignment with Sasol's strategic objectives, risk appetite, governance requirements and long-term sustainability priorities.

Appropriate governance arrangements have been established for the responsible use of artificial intelligence and generative artificial intelligence technologies. Sasol's Artificial Intelligence and Generative AI Policy, together with its Artificial Intelligence and Generative AI Risk Mitigation Standard, provide governance requirements relating to accountability, ethics, privacy, security, transparency and responsible use. AI-enabled technologies are subject to appropriate governance, risk assessment, human oversight and review processes, supported by training, awareness initiatives, approved technology solutions and the oversight of Sasol's Global AI Governance Committee, to ensure that decisions, actions, outputs and outcomes remain appropriately governed and aligned with the level of risk posed to the Group and its stakeholders.

CROSS REFERENCE

IR Information relating to information management, digital enablement and cybersecurity is provided in the Integrated Report.

OUTCOME

The governance of technology and information supports informed decision-making, operational effectiveness, cybersecurity resilience and the achievement of the Group's strategic objectives.

FAIR, RESPONSIBLE AND TRANSPARENT REMUNERATION

PRINCIPLE 11: THE BOARD ENSURES THAT SASOL REMUNERATES FAIRLY, RESPONSIBLY AND TRANSPARENTLY TO PROMOTE SUSTAINABLE VALUE CREATION WITHIN ITS ECONOMIC, SOCIAL AND ENVIRONMENTAL CONTEXT.

Exception declaration: All recommended practices supporting Principle 11 have been implemented, with no material exceptions requiring disclosure.

Key decisions taken on remuneration, including reference to the internal and external factors that influenced these decisions

The Board, through the Remuneration Committee, oversees remuneration decisions to ensure alignment with Sasol's strategy, values, risk framework, performance objectives and long-term sustainability. Key remuneration decisions and remuneration outcomes are informed by organisational performance, the achievement of strategic objectives, market trends, affordability, competitiveness, shareholder feedback, economic conditions, inflationary pressures and retention considerations.

The use and justification of remuneration benchmarks

Sasol's remuneration framework and structures are regularly benchmarked against relevant market comparators to support the attraction, motivation, reward and retention of appropriately skilled employees and executives. Benchmarking data is used to assess the competitiveness and appropriateness of remuneration levels and structures while ensuring alignment with Sasol's strategy, business requirements and prevailing market practice.

Ensuring that the remuneration of executive management is fair and responsible in relation to overall employee remuneration

The Remuneration Committee annually considers remuneration outcomes across the Group in the context of broader workforce remuneration trends, reward outcomes, affordability, internal pay considerations and external market competitiveness. Executive remuneration is considered with reference to the remuneration framework applicable across the Group, supporting fair, responsible and sustainable remuneration practices while balancing the need to attract, motivate, reward and retain talent. Remuneration outcomes and the information considered in reaching these decisions, are disclosed annually in the Remuneration Report and submitted to shareholders for consideration and a binding vote at the AGM.

Performance measures and associated targets applied to the achievement of strategic objectives and sustainable value creation

Sasol's remuneration framework incorporates a balanced set of performance measures linked to the achievement of strategic, operational, financial and sustainability objectives. Performance measures include business priorities such as operational excellence, safety, sustainability, short-term and long-term value creation and are designed to promote sustainable performance while discouraging excessive risk-taking and short-term behaviour. The weightings, design principles and performance measures applicable to short-term and long-term incentive plans are disclosed annually in the Remuneration Report together with the corresponding outcomes.

Remuneration Committee discretion

The Remuneration Policy provides the Remuneration Committee with discretion to adjust remuneration outcomes where formulaic outcomes may not appropriately reflect overall performance or circumstances and to avoid unintended, unfair or inappropriate outcomes. Where discretion is exercised, the rationale, factors considered and resulting impact on remuneration outcomes are disclosed in the annual Remuneration Report. Relevant considerations may include overall Company performance, stakeholder impact, risk considerations and alignment with the principles of fair and responsible remuneration.

Obligations in executive employment contracts which could give rise to payments on termination of employment or office

The Remuneration Policy contains provisions governing executive and leadership employment agreements, including arrangements relating to termination of employment, retention plans and other remuneration-related obligations, where applicable. The terms of executive employment agreements and any material termination-related arrangements are disclosed in the Remuneration Report in accordance with applicable legal, regulatory and governance requirements.

Remuneration consultants

Deloitte Consulting acted as independent advisers to the Remuneration Committee during the reporting period. The Remuneration Committee is satisfied that Deloitte Consulting remains independent and objective and that no conflicts of interest or other circumstances exist that could impair its ability to provide independent and objective advice.

Results of shareholder votes on the remuneration policy and remuneration outcomes and steps taken to address shareholder concerns

Sasol submits its Remuneration Policy and Remuneration Report to shareholders for separate consideration at the AGM and the Chairman of the Remuneration Committee actively engages with large institutional investors regarding remuneration matters. Shareholder feedback is considered by the Remuneration Committee and, where appropriate, is incorporated into remuneration practices in a manner that remains aligned with Sasol's strategy and business priorities. Voting outcomes are publicly disclosed and shareholders are afforded an opportunity to express their views on remuneration matters or to ask questions on the Remuneration Report.

Stated objectives of the remuneration policy

We are satisfied that the Remuneration Policy continues to achieve its stated objectives of attracting, motivating, rewarding and retaining talent, supporting the achievement of strategic objectives, encouraging sustainable performance, aligning behaviour with the Company's risk framework and promoting fair, responsible and transparent remuneration practices. The effectiveness of the remuneration framework is monitored through annual implementation reviews, remuneration reporting, shareholder engagement and oversight by the Remuneration Committee.

CROSS REFERENCE

REM Information relating to **key decisions taken on remuneration**, the **use and justification of remuneration benchmarks**, **performance measures**, **targets and weightings applied to the achievement of strategic objectives** and sustainable value creation, the application of **Remuneration Committee discretion** in remuneration decision-making, any **obligations in executive employment contracts** that could give rise to payments on termination of employment or office, and **shareholder voting outcomes on remuneration matters**, including steps taken to address shareholder concerns where applicable, is provided in the Remuneration Report

www **Sasol website** | **AGM results announcement** | Information relating to shareholder voting results on remuneration-related resolutions is also provided in the AGM results announcement, available on Sasol's website.

OUTCOME

Fair, responsible and transparent remuneration practices support the attraction, retention and motivation of talent, while promoting sustainable value creation and alignment with the Group's strategic objectives.

ASSURANCE

PRINCIPLE 12: THE BOARD ENSURES THAT ASSURANCE FUNCTIONS AND SERVICES PROMOTE AN EFFECTIVE INTERNAL CONTROL ENVIRONMENT AND SAFEGUARD THE INTEGRITY OF EXTERNAL REPORTS ISSUED BY SASOL.

Exception declaration: All recommended practices supporting Principle 12 have been implemented, with no material exceptions requiring disclosure.

Combined assurance

The Audit Committee, on behalf of the Board, oversees the effectiveness of combined assurance arrangements and is satisfied that these are appropriately designed and operate effectively. The combined assurance approach integrates assurance activities across management compliance functions, internal audit, external audit and other assurance providers as applicable to each of the Group material risk areas and strategic priority. The Committee is of the view that these arrangements support an effective internal control environment, the integrity of information used in decision making and external reporting.

Internal audit

The Audit Committee is satisfied that the Chief Assurance Officer functions independently. The Committee confirms that the internal audit function has operated in accordance with recognized professional internal audit standards and has provided independent and objective assurance on the effectiveness of governance, risk management and internal control processes during the year.

Assurance over external reports

The Board is accountable for the integrity of Sasol's external reporting and oversees this through its Committees. Sasol discloses the nature and extent of assurance obtained over its external reports. This includes, for financial reporting, the external auditor's opinion on the annual financial statements. For sustainability and other non-financial disclosures, independent assurance is obtained over selected subject matter information, based on defined reporting criteria and in accordance with recognised assurance standards.

CROSS REFERENCE

AFS Information regarding **assurance** is provided in the Audit Committee Report included in the Annual Financial Statements.

IR Information relating to combined assurance model and internal audit is provided in the Integrated Report.

OUTCOME

Assurance arrangements support an effective control environment and enhance confidence in the integrity, reliability and transparency of the Group's external reporting.

STAKEHOLDERS

PRINCIPLE 13: THE BOARD ADOPTS A STAKEHOLDER-INCLUSIVE APPROACH IN THE EXECUTION OF ITS DUTIES IN THE LONG-TERM BEST INTERESTS OF SASOL WITHIN ITS ECONOMIC, SOCIAL AND ENVIRONMENTAL CONTEXT.

Exception declaration: All recommended practices supporting Principle 13 have been implemented, with no material exceptions requiring disclosure.

Stakeholder relationships

Sasol's management of stakeholder relationships upholds the principles of Ubuntu-Botho, responsible corporate citizenship and stakeholder inclusivity. Stakeholder considerations are integrated into Sasol's strategy, risk management, sustainability and reporting processes, with stakeholder perspectives informing the identification of material matters and long-term value creation. Sasol maintains ongoing engagement with its key stakeholder groups, including employees and organised labour, shareholders and providers of capital, customers, governments and regulators, communities and society, suppliers, joint venture partners, industry bodies, NGOs and the media. Supported by the Safety, Social and Ethics Committee and the Nomination and Governance Committee, the Board receives regular reporting on material stakeholder matters, risks and opportunities, enabling it to consider the legitimate interests and expectations of stakeholders in its decision-making. Sasol believes that meaningful stakeholder engagement and transparency are essential to understanding stakeholder concerns and expectations and support informed decision-making on matters of strategic importance.

Shareholder engagement

The Board is satisfied with the quality of Sasol's relationship with its shareholders. Sasol promotes transparent, timely and meaningful engagement with shareholders and the broader investment community through its annual and interim reporting processes, investor presentations, roadshows, results presentations, annual general meetings (AGM) and ongoing investor relations activities. Members of the Board and relevant Board Committees are available at the AGM to respond to shareholder questions and engage on matters within their respective mandates.

Group governance

Sasol maintains a Group governance framework designed to promote effective oversight, accountability, consistency and alignment across the Group. The framework comprises the Memorandum of Incorporation, Board Charter and Committee terms of reference, Group policies, delegated authorities and other governance arrangements that define roles, responsibilities and decision-making authority throughout the Group. The framework recognises the separate legal status and fiduciary responsibilities of subsidiary boards while enabling appropriate oversight, strategic alignment and governance consistency across Sasol's operations. As shareholder, Sasol exercises its rights in respect of material matters affecting subsidiaries. The Group's governance framework, supporting structures and delegations of authority are reviewed periodically to ensure continued alignment with the Group's strategy, risk profile, governance standards and applicable legal and regulatory requirements across the jurisdictions in which Sasol operates.

CROSS REFERENCE

IR www SSR Information relating to our **stakeholders** and how Sasol interacts with them is provided in the Integrated Report, Sasol in Society and on our website.

IR Information relating to our **governance framework** and **corporate governance practices** are provided in the Integrated Report.

OUTCOME

Stakeholder interests are considered in decision-making, supporting sustainable value creation, stakeholder confidence and the long-term success of the Group.

sasol

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