



SASOL IN SOCIETY REPORT 2023

Responding to the needs of our communities

www.sasol.com

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Your ordinary acts of love and hope point to the extraordinary promise that every human life is of inestimable value.

– Desmond Tutu

”



01 | SCOPE AND OVERVIEW OF SASOL IN SOCIETY

Scope and boundary of this report

We adopt an integrated approach in reporting on the activities outlined in the social value report. This allows us to better inform our investors and stakeholders of the most relevant issues that affect the long-term success of our business, and of our impact on the economy, environment, our people and the communities in which we operate.

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

This ‘Sasol in Society Report’ for the period 1 July 2022 to 30 June 2023 covers the activities of all Sasol’s Business Units (BU’s). This includes Regional Operating Hubs, Enterprise and Supplier Development, Shared Value Management, International Operations and the Corporate Centre.

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

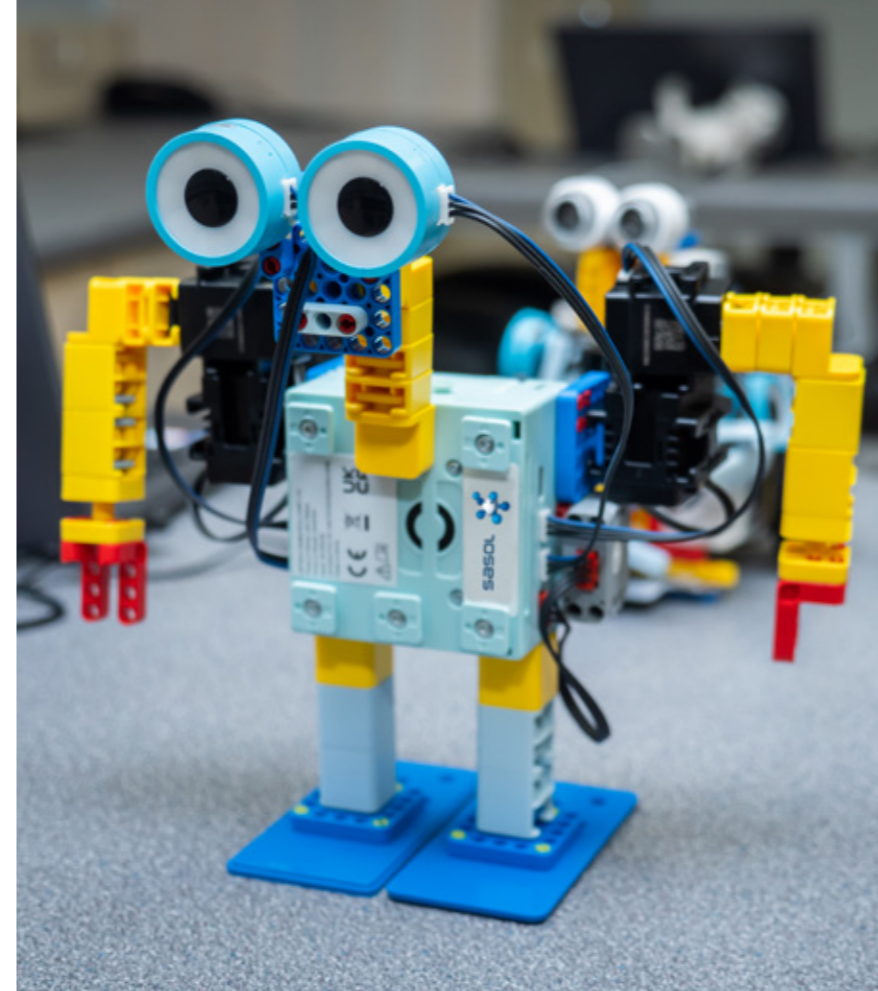
While this Report may be of interest to all our stakeholders, it is primarily aimed at addressing issues of interest to stakeholders with regards to our social investment activities in our fenceline communities.

Our archived Sasol in Society Reports can be found at www.sasol.com. Through our Sasol in Society reporting, we seek to facilitate inclusive and meaningful dialogue and feedback from our stakeholders who have been our partners in development over the past years.

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

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

This Report is aligned with other Sasol year-end publications such as the Integrated Report and Sustainability Report.



“

As Sasol, our commitment to drive sustainable improvements in our fenceline communities is motivated by our core values and shared interest for the safety of our people.

– Rightwell Laxa

”



A message from our Executive Vice President



Charlotte Mokoena

EVP: Human Resources and Stakeholder Relations.

In recent years business has assumed a more prominent position as a force for social good.

It has long transcended its sole focus on profitability, embracing the ethos of shared value creation that extends beyond mere financial gain. Indeed the business landscape has undergone significant transformation, as corporations have emerged as pivotal collaborators in advancing both social and economic progress.

At Sasol, we pride ourselves in being pathfinders, continuously seeking out novel ways to realise sustainable socio-economic benefits for our communities and broader society. Fuelled by our purpose to innovate for a better world, our global teams work tirelessly on programmes that enable us to be a force for social good as we strive to create shared value, alongside our partners, communities and stakeholders.

Our diligent efforts ensure that the programmes we develop and execute continue to deliver meaningful outcomes that mitigate the scourge of youth unemployment, improve access to quality education and reduce poverty, among other pressing societal needs.

Our gains from the past year are reflected in the various strategic programmes we spearheaded:



Improving the quality of education outcomes

Our **STEM Education Excellence** programmes are continually improving the quality of education outcomes from early childhood to postgraduate level. During the

past year, we benefitted 270 Centres, 964 practitioners and 15 184 children through our Early Childhood Education (ECD) programme. Our science, technology, engineering and mathematics (STEM) programme reached 36 000 learners in Grades 10 to 12 through our first-ever virtual Sasol TechnoX career guidance exhibition. In North America, we supported five school-wide STEM engagements at Partner in Education schools across the region, connecting over 800 students to STEM enrichment activities. More information on our Access to Education programmes is available on pages 38 to 71.



Enabling access to critical workplace skills

In our **Bridge to work skills and employability programme**, our former development programme in South Africa, Iphepe - which means to feed yourself - has successfully trained and mentored 164 people in agricultural skills; livestock; vegetable and poultry production from our fenceline communities in Sasolburg, Secunda and Ekandustria. In Mozambique, 500 beneficiaries were trained in entrepreneurship, with 250 receiving funding for new businesses. In North America, we support the Louisiana Small Business Development Centre which counselled over 500 distinctive clients and 40 industry-related clients on business development. More highlights on our programmes are on pages 72, 127 and 148.



Creating economic inclusion opportunities

Through our **Economic Transformation and Local Content strategy**, we made remarkable strides by increasing our development support to by 34% from FY22 baseline in South Africa over the past 12 months. This resulted in the creation of 1 060 new jobs in 2023. In total, 47 SMEs were funded through the Sasol Siyakha Fund with R98 million disbursed in the current financial year compared to only R18 million in 2022. Our funding support resulted in the creation of 859 new jobs and 2 050 sustained jobs with a revenue growth of 18% and an interest rate saving of R9,1 million. For more information on our funding initiatives read pages 86 to 93.



Assisting employees impacted by workforce transition to pursue entrepreneurship opportunities

The **Centre for Shared Value Management's (CSVM)** Ntsika – meaning Pillar – an entrepreneur development programme, launched in 2021 to support South African-based employees impacted by restructuring, was concluded in 2022. The programme led to the inception of 25 business start-ups and the creation of 60 jobs, both permanent and temporary. These ventures span 12 different sectors, with professional services

featuring strongest, followed by education and agriculture. More on the CSVM appears on pages 16 to 17.



Elevating community service infrastructure and health care systems

Our commitment to elevating **community service infrastructure and health care systems** resulted in the installation of solar infrastructure solutions in six Metsimaholo community health Centres in the Free State. This was done in an effort to provide uninterrupted health services and to mitigate the adverse impact of load shedding. We also completed the maintenance and improvement of the Komatipoort Clinic and the Cromati Combined School in Mpumalanga. We also completed the construction of the Inhassoro Vocational Training Centre which will assist in increasing the pool of artisan skills in Mozambique.

In Qatar, we continue to partner with the Ministry of Social Development and Family to collaborate on the Accessible Qatar initiative including the Definitely Able initiatives to support people with disabilities. More details can be found on pages 76, 98, 109, 115 and 132.



Contributing to community environment programmes

We are extremely proud of our **Community Environment programmes** which resulted in the planting of 1 350 spekboom trees, 200 indigenous trees and six fruit trees in Leandra, Kinross, Bethal and Charl Cilliers. In North America, we relaunched the 1 000 Trees in 1 000 Days programme and planted over 175 trees within the first two events. To help clean up the environment, our communities collected a massive 120 139 tons of recyclable waste. We also reached over 170 000 people online in Qatar with our educational programme on the Sasol E-Nature and Accessibility Qatar websites. More on this from page 102, 110, 141 and 149.



Supporting women's empowerment through sport sponsorships

Our **sponsorship for women's development in sport** is now in its 14th year and has yielded positive results with continued growth in the Sasol Women's League. Thousands of girls show a keen interest in professional sports from a young age which contributes to the talent pool of the national teams. Sasol's longstanding brand sponsorship role also contributed to Banyana Banyana qualifying for the 2023 FIFA Women's World Cup as Women's Africa Cup of Nations

Champions where they made history by ending their campaign at the Round of 16. More on this story on page 80 to 85.



Support our communities through Sasol for Good

Through **Sasol for Good**, our flagship employee volunteering and giving programme, we rallied over 600 employees, including Sasol's President and CEO and other senior executives, to support our Mandela Day event, where we packed over 121 000 meals which were distributed to Early Childhood Development Centres (ECD) across the country. In North America, we hosted our second annual Community Week event, which is dedicated to benefitting neighbouring communities through company and employee-directed engagements. Over 600 employees participated in various community events, creating 800 STEM kits for our Partner in Education schools and contributing over US \$35 000 through Sasol Gives, an online matching contributions programme for US employees. More information about our Sasol for Good initiatives can be found on pages 78, 104, 112, 120, 151 and 152.

Aligned with our rigorous monitoring and evaluation framework, we are assessing all our programmes in South Africa and Mozambique to reaffirm the effectiveness, validity and results of each initiative. This enables us to align our programmes with our business requirements, stakeholder needs and country priorities, and to identify gaps and opportunities to be pursued.

We take pride in the contributions we make through our social impact programmes; however, we recognise the importance of data to ensure we maximise the outcomes for beneficiaries. To this end, our Programme Verification Report (an independent report which is part of monitoring and evaluating our programmes), highlighted that most of our programmes are planned and run effectively, making a positive impact, but there are limited partners who contribute towards their implementation. For this reason, we will be eagerly pursuing partnerships that are in line with our implementation approach.

This feedback is important for us as we continue our work, given that business, government, and civil society share a common interest in contributing positively and meaningfully towards improving the lives of society's most vulnerable groups.

Looking forward, partnerships will be a critical lever in our strategy to ensure we amplify the outcomes and impacts of our efforts, because our collective strengths will serve as a powerful force to catalyse change in our host communities across our various geographies. Our dedicated global team and communities stand ready to deliver ongoing shared value, affirming our commitment to remain a force for social good.



Global overview of Sasol

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

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

We have taken bold steps to reimagine our future, with our Purpose – ‘Innovating for a better world’ – perfectly capturing the essence of future Sasol.

In a volatile, unpredictable and fast-changing world, our Purpose guides us in stabilising our organisation, addressing challenges and enabling our transition to a lower-carbon world that will enable future Sasol. Our strategy is to reset our business, facilitate our transition and reinvent our organisation.

Our purpose Innovating for a better world




- **Future Sasol**
We are resetting, transitioning and reinventing Sasol to achieve our Net Zero* greenhouse gas emissions ambition by 2050.
- **Our Ambition**
Grow shared value while accelerating our transition to Net Zero.
- **Our Sustainability Statement**
Advancing chemical and energy solutions that contribute to a thriving planet, society and enterprise.

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


Our sustainability focus


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

On our journey to becoming more sustainable, we continue to focus on contributing to the United Nations Sustainable Development Goals (UN SDGs) and fulfilling our commitments to the Ten Principles of the United Nations Global Compact which are categorised under four overarching pillars:

 Planet Decarbonising operations and transitioning to future Sasol’s new sustainable businesses by leveraging our advantages and capabilities.	 People Pursuing zero harm, driving shared value, attracting the best talent and being an employer of choice.	 Profit Being resolute about delivering value through a balanced capital allocation approach which is supported by clearly defined financial targets with the ultimate goal of strengthening our balance sheet.
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Human Rights
 Principles 1 and 2.


Environment
 Principles 7, 8 and 9.



Labour
 Principles 3, 4, 5 and 6.


Anti-Corruption
 Principle 10.

Our prioritised sustainable development goals (SDGs)

We support all 17 United Nations Sustainable Development Goals. However, we have prioritised five that are closely linked to our sustainability focus areas. We believe we’ll be able to contribute more constructively to these select goals.

Safe and enduring operations		
 SDG 8: Decent work and economic growth Enhancing safe and enduring operations is critical to value preservation and creation in order to deliver on our strategy.	 SDG 9: Industry, innovation and infrastructure Building resilient infrastructure, promoting sustainable industries and fostering innovation.	
Minimising our environmental footprint	Resilience in a low-carbon future	Growing shared value
 SDG 12: Responsible consumption and production Remaining committed to minimising the impact of our operations on the environment.	 SDG 13: Climate action Accelerating our transformational changes through partnerships, technology and innovation.	 SDG 17: Partnerships for the Goals Working to create measurable socio-economic impacts and responding to key societal challenges.

Our Values Capturing the essence of our ‘can do’ spirit as we transition to a more resilient, environmentally sustainable business.				
Be Safe We always place the safety of 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 approach to social value

Our promise to society

Our approach is founded on our promise to society which is to be a catalyst for positive change, driving shared socio-economic value, and strengthening relationships with stakeholders and regulators which is a material matter.

We achieve our promise by:

- Contributing to thriving host communities;
- Partnering for socio-economic value;
- Contributing to a just and responsible transition; and
- Placing our key stakeholders and partners at the Centre of the implementation process.

Our commitment

At Sasol, we work to create a positive and measurable socio-economic impact, responding to key societal challenges in our operational geographies and fenceline communities.

What can the broader society expect from Sasol?

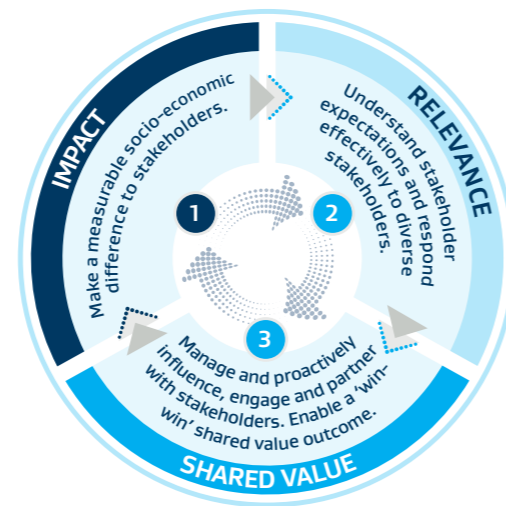
- Social impact programmes that respond to the needs of society specifically our fenceline and hosting communities as a priority.
- Interventions to create shared value along the Sasol value chain and ecosystem.
- Just and responsible transition aligned with the future low carbon/green economy.

Our delivery approach

Our investment results in enhanced economic participation, contributing to growth and improved quality of life within our operating geographies and fenceline communities.

Our social impact (SI) approach is brought to life through a multi-pronged, multi-year methodology to respond to the priorities of our fenceline communities. This is to ensure that we deliver impactful and relevant programmes which create shared value among various stakeholders. This is accomplished through the intersection of Sasol's intent with our fenceline community priorities and national, provincial and local priorities in our operating geographies and fenceline communities.

How SI strategy is viewed as part of corporate strategic contribution



How interventions are prioritised and supported



Social Impact: What we deliver

- Improving the quality of educational outcomes for our learners, from early childhood development to entrepreneurship and employment, and investing in research and development in the country.
- Increasing the pool and quality of relevant skills to bridge the education gap for our fenceline community members, in order to increase the employability, with particular focus on youth, women and mothers excluding men.
- Enabling economic inclusion opportunities for small businesses to contribute to the economic growth in our operating geographies through our economic transformation and local content, which promotes small business development and preferential procurement programmes and sourcing from local suppliers.
- Contributing to improving the quality of life of our local communities through better access to quality health systems and community service infrastructure and building resilient community infrastructure to improve healthcare, sanitation, electricity and roads for our fenceline communities through our community development programmes.
- Investing in community health infrastructure to ensure improved quality of life and to reduce the inequality gap caused by a lack of access to health care services and by improving the quality of life and health of communities by reducing health and environmental risks through our water, sanitation and hygiene (WASH) programmes.
- Increasing environmental awareness through environmental stewardship programmes which contribute to building a sustainable community, and circular systems recycling.
- Creating mutual partnership connections between Sasol employees, civil society and non-profit organisations who do good in our communities through our Sasol for Good programme, including voluntary payroll donations, once-off donations and disaster relief contributions.

Shared Value Management



Our commitment

We see ourselves as a force for good and our shared value partnership approach is core to contributing to UN SDG 17 and to the role we play in our communities.

Our group approach

We regard creating shared value as an enabler of our Purpose and strategy.

It contributes to strengthening relationships with stakeholders and regulators, which is one of Sasol’s material matters. Our Centre for Shared Value Management (CSVM) helps us to realise our shared value aspirations by:

- Facilitating the creation of socio-economic value for the Sasol ecosystem by leveraging partnering opportunities and collaborating with stakeholders;
- Attracting and galvanising partners to leverage funding and execute sustainable socio-economic value programmes for our fenceline communities; and
- Serving as the single point of contact for the integration and coordination of Sasol’s group-wide just transition initiatives as we progress on our decarbonisation journey.

Performance

The changing energy landscape in South Africa affects not only the business but also stakeholders, such as employees.

The Ntsika Entrepreneur Development programme is an indicator of our commitment to the just transition process. We have also established a just transition Office to facilitate effective communication, collaboration and decision-making associated with this process.

The CSVM within the just transition Office leverages existing plans and programmes to identify ‘no-regret’ opportunities; achieve economies of scale; and create greater value than the individual just transition programmes alone could deliver.

To address the potential negative impacts on jobs of our decarbonisation pathways, the CSVM determined several levers that Sasol (and other stakeholders) can use.

By examining interventions used in mine closures and reviewing the actions of our peers, we identified five main categories of levers. These levers show promise in terms of impact, scalability and applicability, and include:

- Facilitating job creation (internal and external);
- Facilitating access to jobs (for example, career concierge services);
- Upskill and reskill individuals to take on new job opportunities;
- Exploring financial support mechanisms; and
- Providing well-being support.

Ahead of defining more specific levers, the intention is to identify the most suitable employment sectors and skillsets required to mitigate the impact on our people. Once developed, we can then identify the exact levers that will need to be pulled.

Sasol recognises the important role that localisation and economic diversification plays in South Africa’s economic growth and energy transition. Partnering

with our stakeholders is vital for the achievement of a just and equitable transition, particularly so, given the complexity of the challenge in South Africa. A collaborative approach is warranted to achieve economies of scale needed for meaningful impact. Available funding, skills and capacity within other companies and the public sector to address these challenges are amplified when we collaborate to realise impact beyond the means of the individual participants.

To date, we are leveraging partnerships with Impact Catalyst and business formations, government agencies and structures, state owned enterprises and other companies in the private sector.

Together, we can create a more resilient and inclusive society that embraces, enables and empowers the vulnerable. We are also engaging directly with various other players in the sector and leveraging our membership of industry associations to foster sectoral alignment and identify cross-cutting opportunities for collaboration.

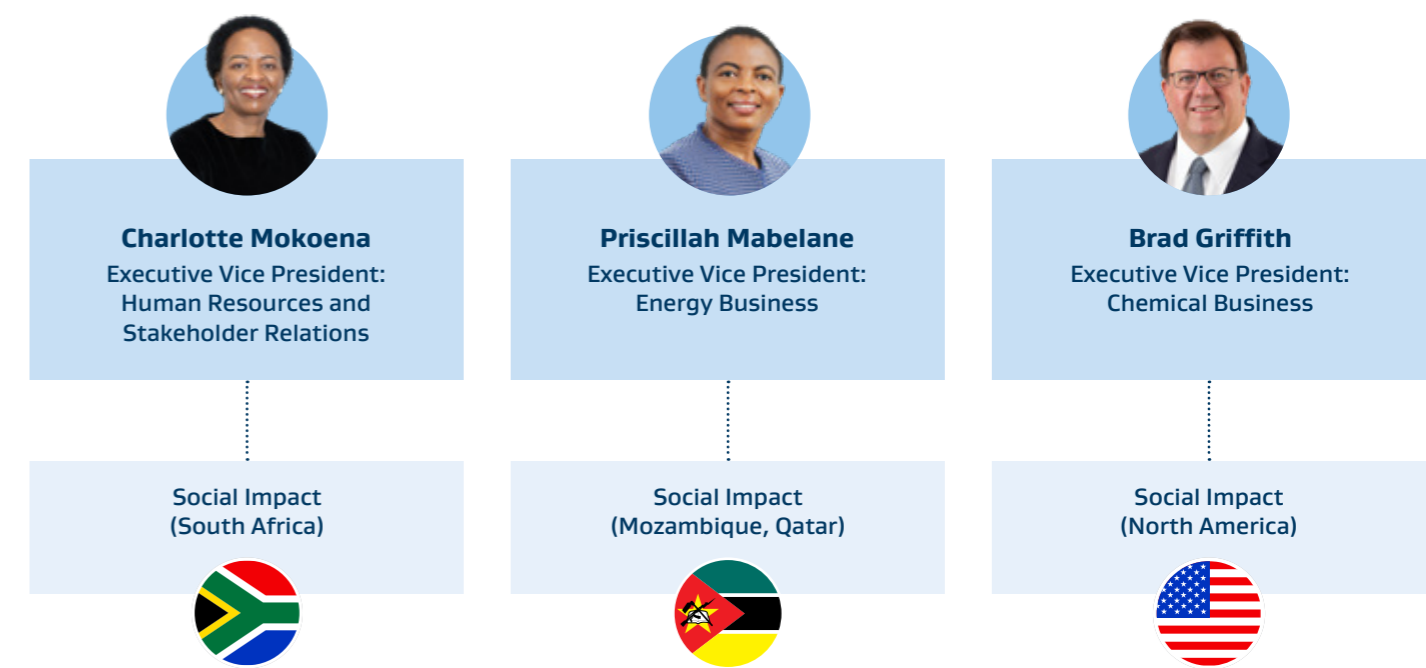




Our social investment governance framework

The Executive Vice President of Human Resources and Stakeholder Relations, who is responsible for the strategy and governance of the Social Impact (SI) Group, report our activities directly to the Group Executive Committee (GEC). All senior leaders responsible for Sasol in Society, Shared Value Management and social value are part of the GEC1 SI Forum, which collaborates and aligns on strategy and plans to support the Group’s social licence to operate.

Governance Structure



Reporting Structure for all activities of the Trusts: Sasol Limited Board, Safety, Social and Ethics Committee and Sasol Group Executive Members



Our focus areas

1. STEM education excellence

Be a transformational pathfinder in education fueling the growth of human potential in the fields of engineering, science and technology.

- Early Childhood Education
- Science, Technology, Engineering and Mathematics (STEM) in primary and secondary education
- Technical education
- Tertiary education
- Psycho-social support



2. Bridge to work skills and employability programmes

Provide access to training which reduces critical skills gaps 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 includes:
 - Training of unemployed people aligned with economic activity
 - Small business development and support; and
 - Business starter packs and mentorship



3. Community health services

Improve the community's quality of life through better access to healthcare and community service infrastructure.

- Quality community healthcare
- Resilient local service infrastructure



4. Community service infrastructure

Improve communities' awareness of responsible consumption, waste management and production.

- Community awareness and education
- Community waste management education



5. Sports sponsorships

Increase access to arts and women and disability sport development to enhance diversity and inclusion as a human right.

- Local sporting development in fenceline communities
- Sasol League
- Banyana Banyana
- Wheelchair basketball
- Sasol New Signatures national art competition



6. Economic transformation and local content

Enable economic inclusion opportunities for small businesses to contribute to economic growth.

- Small business development support and mentorship
- Incubation
- Funding



7. Centre for Shared Value Management (CSVM)

Management (CSVM) helps us to realise our shared value aspirations by:

- Facilitating the creation of socio-economic value for the Sasol ecosystem by leveraging partnering opportunities and collaborating with stakeholders;
- Attracting and galvanising partners to leverage funding and execute sustainable socio-economic value programmes for our fenceline communities; and
- Serving as the single point of contact for the integration and coordination of Sasol's groupwide just transition initiatives as we progress on our decarbonisation journey.



8. Sasol for Good

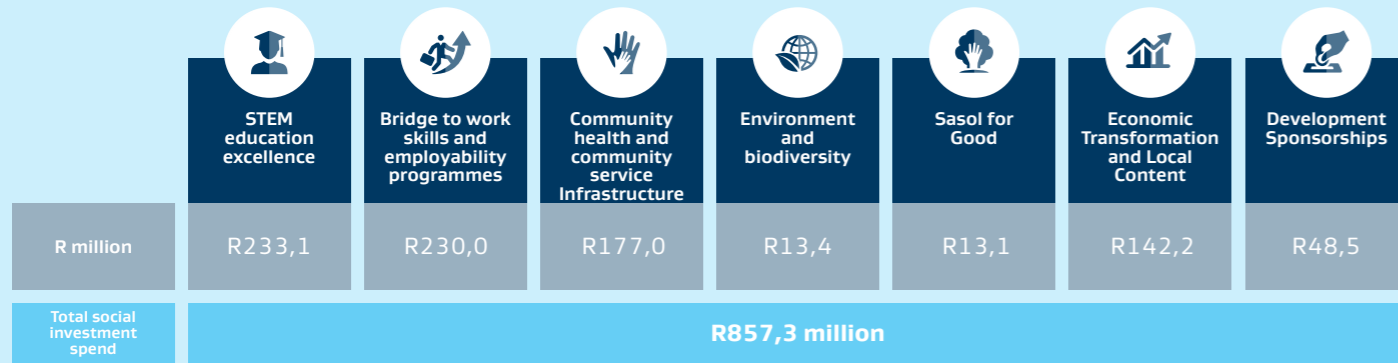
Mobilise employees to be a force for good, actively changing the lives of our communities through their skills and other resources.

- Skilled volunteering, employee giving
- Non governmental organisations (NGO) capacity building
- Community support and philanthropy
- Community development

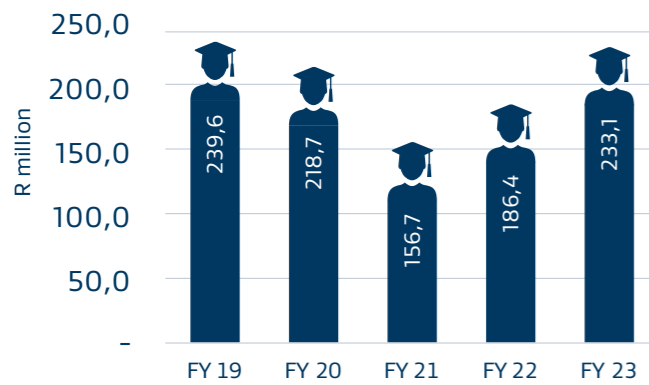


Our spend over the past five years

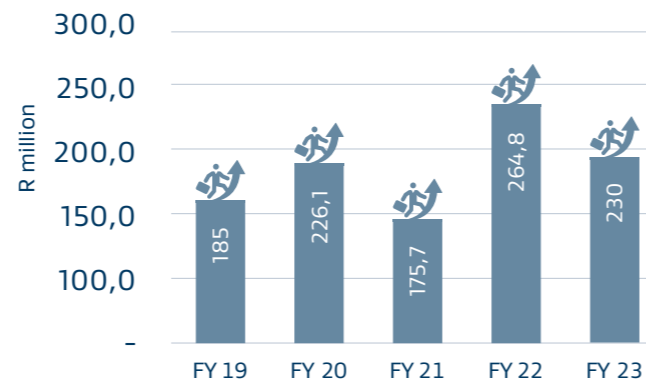
FY23 global spend report



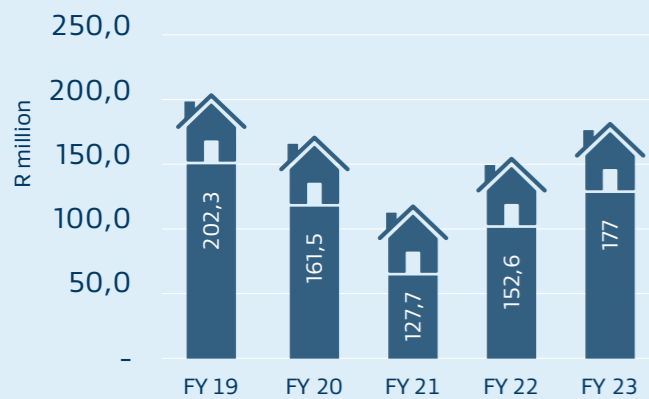
STEM education excellence



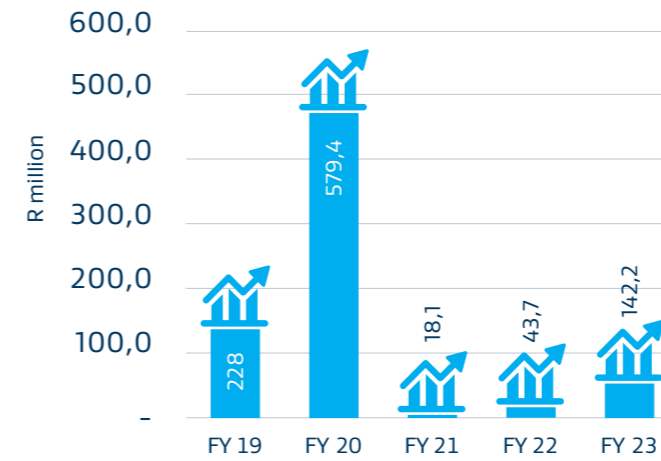
Bridge to work skills and employability programmes



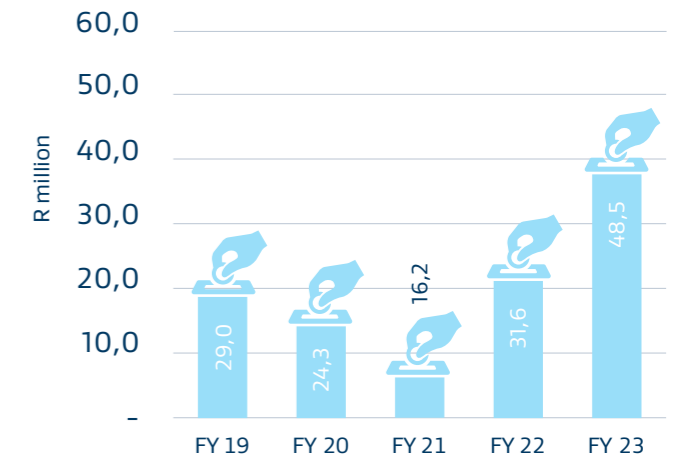
Community health and community service infrastructure



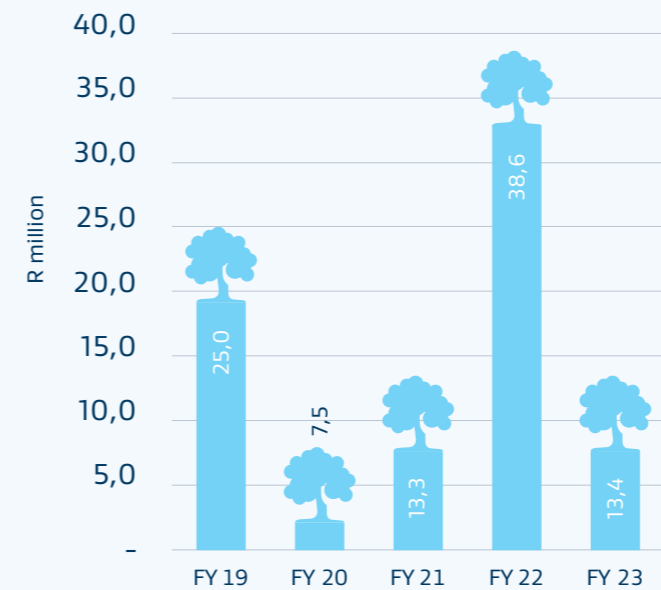
Economic transformation and local content



Sport sponsorships



Environment stewardship



Sasol for Good



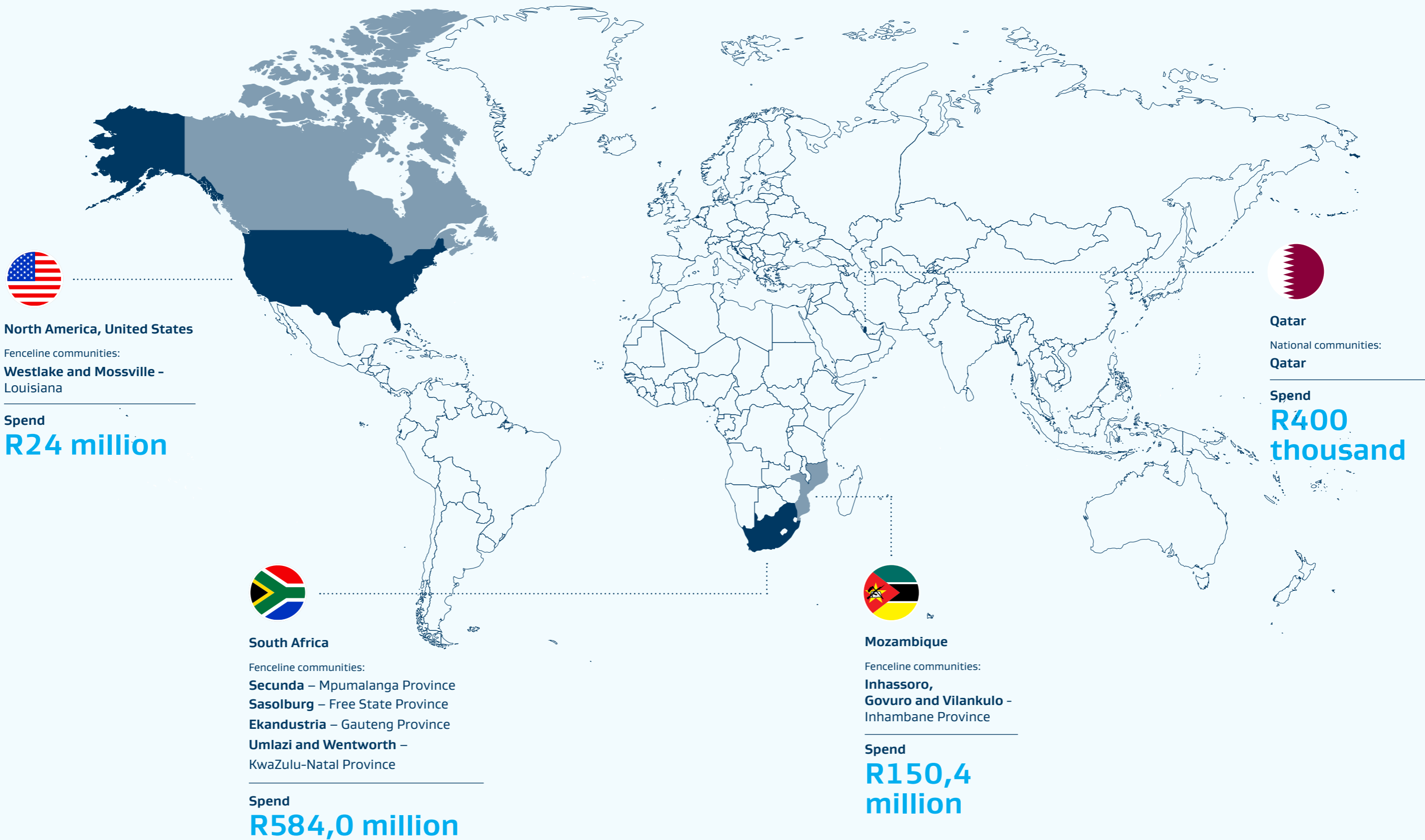
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By fostering economic participation within our operating geographies and fenceline communities, we contribute to the growth and improved quality of life for all stakeholders.

– Gao Mothoagae
VP CSI RSA & Sasol Foundation

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Our global footprint and spend for FY23

Over **500 000 people** directly impacted through our programmes globally.



Our stakeholders and partners in delivering social value

We have a wide range of stakeholders that we impact as a result of our contribution to economic activity, value addition to society by means of our product offerings and our social investments. We aim to create shared value and have robust engagements, both in providing feedback on our initiatives, as well as listening to our stakeholders' feedback and expectations.

Our position regarding our key stakeholders, in our fenceline communities and wider society, is clear: we aim to be transparent, deliver on expectations and co-develop solutions. We play an important role in contributing to the needs of society, in general, and fenceline communities in particular.

In order to create shared value, we work with a broad range of stakeholders in our regional areas and fenceline communities ranging from government, youth groups, civil society, business, academia, and women, among others. These are stakeholders that we impact and, who in turn, impact us. Given this interdependence in making decisions, we are mindful of their expectations. We recognise that trust is a key element of stakeholder relations, so we seek to build this through open dialogue.

We endeavour to meet our commitments by being responsive and solutions-focused. We identify, assess and monitor stakeholders' expectations together with significant issues that could have a bearing on our operations and strategy, and track and provide regular feedback on our commitments and the issues that stakeholders raise. Partnerships are key to delivering societal value in all our geographies.

Our key stakeholders


Our partnership model facilitates the achievement of our strategic objectives, enhances our reputation and brand, and improves resource efficiencies.





We aspire to be a credible stakeholder partner that contributes to sustainable shared value in our host countries, particularly in communities closest to our fenceline.




Key engagements with stakeholders over the past year

Region	Stakeholder	Nature of engagement	Frequency	Action and response	
 South Africa – National	Sasolburg and Ekandustria Operations, South Africa	Welding project	Ongoing	Enabling youth to be active participants in the economy by improving their welding skills With our assistance, 42 welders completed their structural welding training and 12 welders completed a Tungsten Inert Gas welding module.	
		Local government and communities	Improving community infrastructure through municipal collaboration	Ongoing	Assisted with the full rehabilitation of a key access road to Zamdela and road repairs in Sasolburg, improving road safety and economic activities in the area.
			Science, Technology, Engineering and Mathematics (STEM) education in the community	Annually	Assisted the Department of Education with training and resources in the Fezile Dabi District through the Sasol Boitjhorisong Resource Centre.
	Sasol Secunda Regional Operations and Mining	Youth forums	Employability support services for youth	Ongoing	Sasol, in collaboration with the Provincial Department of Social Development, established youth development Centres. These Centres render the following services to youth in our fenceline communities.
		Local government and communities	Improving community infrastructure through municipal collaboration	Ongoing	Assisted the Govan Mbeki Municipality with the construction upgrade of the sewer system. This eliminated the potential risk of sewage pollution of the environment negatively affecting the quality of community lives.
		Non-profit sector	Capacity-building	Annual	Assisted in capacity-building workshops for local non-profit organisations to improve organisational effectiveness, governance and organisational capability.
			STEM education in the community	Ongoing	Bursaries allocated, as part of Sasol Grade 12 Merit Awards, to promote the uptake of STEM-related subjects at tertiary institutions.
	South Africa (Sasol Energy and Corporate Centre)	Department of Energy	STEM education in the community		Bursaries allocated, as part of learners focus week, to promote skills development and career guidance in STEM-related subjects within the energy sector in partnership with the National Department of Energy.
		Technical Vocational Education and Training colleges (TVET)	Support to TVET colleges		Partnered with Boston Consulting Group, the Black Business Council and other industry partners on a concept to establish an e-learning platform to enable blended learning for the TVET colleges.
		Department of Basic Education	Digital transformation and access to learning resources	Ongoing	Online training of teachers and subject advisors for the roll-out of coding and robotics curriculum. Development and translation of Grade 1 – 3 maths books into 11 official languages to enable learners to study mathematics in their home languages, in line with policy stipulations.

Region	Stakeholder	Nature of engagement	Frequency	Action and response
 South Africa – National	South Africa (Sasol Energy and Corporate Centre)	National Skills Fund (an entity of the Department of Higher Education and Training)	Ongoing	Partnership for undergraduate bursaries Exploring a partnership with the National Skills Fund to co-fund undergraduate bursaries.
		Department of Science and Innovation	Ongoing	Capacity-building and skills development Development and implementation of efficient and effective institutional, national and international research information, energy research, development and innovation, and skills development systems.
		Department of Health	Ongoing	Mobile clinic operational support Support with the costs required to deploy mobile clinics, which includes running and maintenance costs.

Region	Stakeholder	Nature of engagement	Frequency	Action and response
 Mozambique	Government and communities	Quality healthcare		Agreed to support Mozambique’s Ministry of Labour inspectors for the next three years with cross-border exposure to South Africa’s way of work. This will enable all the inspectors coming through the initiative to make changes in their areas of work.
		Local development commitments across infrastructure, education, skills development, employment and access to supply chain	Ongoing	Progress on the local development agreements (LDAs) have ensured households have access to quality drinking water, and that schools and health facilities have access to modern water and sanitation facilities through a partnership with SNV Netherlands Development Organisation. We’ve also enabled access to off-grid and on-grid electricity through a partnership with the GIZ German Development Organisation in the communities of Inhassoro and Govuro.
		Urban planning	Ongoing	Embarked on a territorial/urban planning project to assist Govuro District with community demarcation plans as part of an infrastructure development project. The results will be inputs towards infrastructure, design, costing, tendering and implementation.

Region	Stakeholder	Nature of engagement	Frequency	Action and response
 North America	Local government and communities	Mitigating impact of environmental dilapidation	Ongoing	Sasol, in collaboration with the City of Lake Charles and the Community Foundation of Southwest Louisiana, identified two local parks to protect as part of the City of Lake Charles’ Partners in Parks programme to preserve the network of local parks in Lake Charles.
	Education	Enabling educators to be industry recruiters	Ongoing	Sasol joined the Lake Area Industry Alliance (LAIA) and partnered with peer companies to launch the LAIA Educators’ Institute, furthering our commitment to develop a skilled workforce pipeline. The Educators’ Institute is a two-day interactive professional development opportunity designed to give STEM educators in Southwest Louisiana tools to help students prepare for careers in the energy and manufacturing industry.

Global summary: some highlights for the year

1. STEM education excellence



South Africa

- Contributed to the expansion of access to quality early learning opportunities. Over 272 Centres, 964 practitioners and 15 184 children benefitted from our Early Childhood Education programme.
- We have donated 19 mobile science labs to support science education since 2014 to universities, science Centres and schools. Three of these were donated this year.
- Over 4 800 learners from 61 schools participated in the Sasol Energy Innovation Schools Challenge.
- Hosted the first ever virtual Sasol TechnoX, attracting over 36 000 learners.
- Hosted the annual Technical Teachers Conference virtually, with 1 100 educators participating.
- Collaborated with the Gauteng North District's Department of Education to install internet infrastructure at six schools to enable access to online learning.
- Implemented an innovative lecturer capacity-building programme for 150 TVET college lecturers, combining virtual training and practical workshops to enhance trade skills.
- Pioneered the Sasol TVET Bursary programme with Eskom which fosters educational opportunities as an outcome of commercial engagement.



Mozambique

- Delivered 400 desks in several schools located in the Govuro and Inhassoro district to improve learning conditions.
- The inauguration of the Inhassoro Training Centre took place in November 2022.



North America and Eurasia

- Big Brothers Big Sisters (BBBS) Lonestar programme facilitates and supports one-to-one mentoring relationships between Sasol employee volunteers based in Houston, Texas and students at our Partner in Education school, Emerson Elementary. Approximately 80% of our mentors for this programme are women.
- 30 employees and elementary students were connected through the BBBS mentorship programme, boasting a 30% increase compared to the 2022 financial year.
- Dual-language opportunities continue to boost mentee involvement, showcasing examples of career success for diverse backgrounds.
- Supported five school-wide STEM engagements at Partner in Education schools across the region, connecting over 800 students to STEM-enrichment activities.
- Multiple STEM-related mentorship sessions was hosted to introduce elementary students to STEM careers at an early age.
- Over 500 Grades 2 – 5 students in 20 classrooms engaged through the Chemical Education Foundation.
- The Chemical Education Foundation provided science project kits, impacting 11 classrooms in Grades 2 – 5 at Emerson Elementary.

2. Bridge to work skills and employability programmes



South Africa

- Iphepe successfully trained and mentored 202 people in agricultural skills, livestock, vegetable and poultry production.
- 10 local youth were trained on a NQF Level 4 Production Learnership at Ekandustria Operations. The training provided the unemployed youth an opportunity to gain work experience and earn an income while studying towards a qualification.
- 34 traffic point duty officers were recruited to improve community safety in Secunda, eMbalenhle, Kinross, Bethal, Trichardt, Evander and Charl Cilliers.
- We collaborated with the Small Enterprise Development Agency to showcase more than 40 entrepreneurs from KwaZulu-Natal at a pop-up market.
- 42 welders completed structural welding training and 12 welders completed a Tungsten Inert Gas module.
- 19 young people from Govan Mbeki Municipality have been trained/skilled in garment production through Gert Sibande Technical, a Vocational Education and Training College.



Mozambique

- 500 beneficiaries were trained in entrepreneurship, with 250 receiving funding for new businesses.
- In Inhassoro District, 32 young people (50% women) were trained in electrical and plumbing basics.
- In our Employment and Skills for Development programme, a 159 people were trained in short-duration courses for agro-processing, cookery, electrical work and plumbing. 231 graduates attended the workshop on preparing to enter the job market. 58 people secured employment (34 male and 24 female), and 32 graduates secured internships (18 male and 14 female).

3. Community health and community service infrastructure



South Africa

- Over 1,6 million young people reached through the HIV/AIDS education and awareness campaign implemented in the Durban South Basin, in KwaZulu-Natal. The platform used to reach them included in-person, social and broadcast media.
- Completed significant building and repairs of water and sanitation infrastructures in flood-affected schools in KwaZulu-Natal.
- Partnered with Pink Drive and the Department of Health to conduct wellness screenings and cancer awareness, in Katsiwo, Bethal, eMbalenhle, Leandra, Zamdela, Refengkgotso (Deneyville) and Ekangala.
- Renewable energy solar infrastructure solutions were installed in six Metsimaholo community health Centres to provide uninterrupted health services and mitigate the adverse impact of loadshedding.
- Completed the maintenance and improvement of the Komatipoort Clinic as well as the Cromati Combined School.
- We employed 77 people to commence full rehabilitation of an 3,5km key access road to Zamdela which will enhance economic activity, and improve the daily lives of road users.
- Upgraded Careswell Centre in Zamdela which supports orphans and vulnerable children by providing a safe learning environment.
- Implemented a community Wi-Fi project at schools, libraries and places of trade in Zamdela and Ekandustria. This project is in line with Sasol's strategy of bridging the digital divide and enhancing connectivity as the world moves towards embracing the Fourth Industrial Revolution.



Mozambique

- Sasol and IFPELAC signed a Memorandum of Understanding (MOU) to establish a functional model for the Inhassoro Vocational Training Centre's first years of operation, thus ensuring its sustainability. The construction of this training Centre was completed during this year.
- Completed construction of Inhassoro multipurpose field. Features include an 11-a-side football field; a multipurpose area; player changing rooms; public toilets; seating stands for 1 000 people; a water supply system; and a perimeter fence.
- Sasol works with 37 communities to improve water and sanitation infrastructure in these communities. The programme is implemented by the Netherlands Development Organisation. The programme aims to improve access to clean water, enhance sustainability of supply systems, promote hygiene and sanitation and prevent water contamination.
- The Netherlands Development Organisation continues the construction of public toilets and water systems as part of the programme.
- Programme achievements to date include rehabilitating 74 boreholes, rehabilitating eight water supply systems, constructing nine new water supply systems, equipping ten holes with manual and rehabilitated pumps and establishing 23 new manual pump sources.
- As part of the water programme, 110 water committees have been created or revitalised in the covered districts, fostering community involvement and ownership.



North America and Eurasia

- Counselling over 500 clients and 40 industry-related clients.
- Supported over ten local businesses in successfully completing a business development programme that resulted in business owners securing US \$40 000 in outside funding.



Qatar

- The Sasol Qatar team and Qatar's Ministry of Social Development and Family entered a partnership to collaborate on the Accessible Qatar initiative, including the Definitely Able initiatives, in an effort to support people with disabilities.

Scope and Overview of Sasol in Society

4. Community environment projects



South Africa

- Educated and raised awareness about waste management, water conservation, air quality, biodiversity and sustainable food system at five schools in eMbalenhle, Secunda and Lebohang.
- Planted 1 350 spekboom trees, 200 indigenous trees and six fruit trees in Leandra, Kinross, Bethal and Charl Cilliers.
- Collected 120 139 tons of recyclable waste.
- Welcomed 3 075 new beneficiaries to the 'Swop Shop' programme in Secunda.
- Implementing a water saving project to raise awareness and promote water-saving behaviours in Metsimaholo communities. The project targets 10 000 houses, 28 schools and it is ongoing.
- The Sasolburg cleaning campaign mobilises various stakeholders, including Sasol employees and local government, to embark on a massive cleaning campaign and develop solutions that will guarantee the sustainability of the campaign. The project is ongoing.



North America and Eurasia

- Partnered with the city of Lake Charles to reopen Tuten Park after 32 months of park closure due to the COVID-19 pandemic and multiple hurricanes.
- Hosted six events for the relaunched Nature in Focus educational programme at Tuten and Riverside Parks. Over 500 community members have attended the programme's events.
- Relaunched the 1 000 Trees in 1 000 Days region-wide social investment initiative and planted over 175 trees within the first two events.



Qatar

- Accessible Qatar website by more than 70 000.
- Sasol e-Nature website by more than 100 000.



5. Sasol for Good



South Africa

- Over 600 employees, including the Sasol Group Chief Executive Officer (CEO) and other Group Executives, participated in the Mandela Day event, packing over 121 000 meals which were distributed to the needy Early Childhood Development Centres across the country.
- About R1,2 million was donated by 286 employees to 109 causes as part of our Sasol for Good programme. This included Sasol's contribution to match employee donations.
- Through the Friendly Neighbour programme, Sasol partnered with 17 franchisee sites and 22 non-profit entities to uplift over 9 000 people in the fields of education, health, infrastructure and safety.
- Sasol Secunda supported flood-affected communities in the Nkomazi municipality. 55 villages and four towns received assistance including food parcels, blankets, mattresses and hygiene packs.
- The Keep a Girl initiative aims to empower the vulnerable girls through the provision of sanitary packs and girls' hygiene education and awareness. The project targets disadvantaged girls in 28 Metsimaholo schools and over 1 400 girl learners benefited from the initiative.
- Sasol Sasolburg and Ekandustria implemented various Sasol for Good initiatives to support needy and vulnerable communities. The initiatives included Mandela Day, CANSA Shavathon, Winter Warm, Festive Drive, Stationery Drive and World AIDS Day. 303 Sasol employees volunteered which benefited over 3 000 people.



North America and Eurasia

- About 70 Sasol Lake Charles employees participated in the 2022 Chem Expo event, where they engaged over 2 100 students in science experiments inspired by Sasol products. This is an industry-led science experiment showcase.
- Over 250 employees volunteered throughout 19 community initiatives, totalling to more than 750 volunteer hours.
- Chemicals America hosted the second annual Community Week, which is dedicated to benefitting neighbouring communities through company and employee-directed engagements. Over 600 Sasol employees participated in various community events, creating 800 Science, Technology, Engineering and Mathematics kits for our Partner in Education schools and contributing over US \$35 000 through SasolGIVES, an online matching contributions programme per employee.
- Over US \$100 000 in charitable contributions were made through Sasol's employee matching contributions programme this year.



02 | YEAR IN REVIEW: SOUTH AFRICA

Delivery in South Africa



Sasol is headquartered in Johannesburg, South Africa.

It is ranked by Business Insider as the third largest economy in Africa, after Nigeria and Egypt, with a GDP of US \$406 billion. Our main operating complexes are located in South Africa – more specifically, in Sasolburg, Free State and Secunda, Mpumalanga. The World Bank classifies South Africa as an upper middle-income economy and a newly industrialised country with an abundant supply of natural resources and well-developed financial, legal, communications, energy, and transport sectors.

Although South Africa is a diverse country with a population of about 60 million people and 11 official languages, it's also faced with key challenges. Faced with unemployment, poverty and inequality, there's currently an approximate 33% unemployment rate, with 46% of youth being unemployed.

For this reason, Sasol is resolute when it comes to ensuring that all our programmes target the right population group, such as the youth in our fenceline communities, so they can be meaningfully engaged and get the right skills or training for employability or entrepreneurship.

Sasol invested R857,3 million directly into local communities across our operating geographies. This exceeded four percent (4%) net profit after tax (NPAT) target set for our contribution in society. This includes socio-economic development globally and enterprise and supplier

development spend in South Africa mainly. In addition, a significant amount is spent on preferential procurement and localisation in South Africa, Mozambique and North America where small and fenceline businesses are targeted. We prioritise stakeholder concerns regarding economic empowerment and localisation of procurement to ensure that our communities grow and can sustain and retain local jobs. We have open and transparent communication regarding community interventions aligned with our approach, strategy, Group minimum standards and policies that allow us to consider the business strategy, societal needs and our national and local priorities.

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

	STEM Education Excellence	Bridge to Work Skills and Employability Programmes	Community Health and Community Service Infrastructure	Community Environment and Biodiversity Programmes	Sasol for Good	Total FY22 Spend
National High-Impact Projects	R34,7	R34,6	R13,7	-	R4,8	R87,8
Sasolburg and Ekandustria Operations	R1,96	-	R29,22	R1,0	R0,66	R32,8
Secunda Operations	R0,9	R4,1	R19,7	R8,7	R1,3	R34,7
Sasol Mining	R8,9	-	R35,7	R0,1	-	R44,7
Sasol Energy	R12,4	R7,0	R0,1	-	R2,3	R21,8
Total SI Spend	R221,8 million					
Sports Sponsorships	R48,4 million					
Economic Transformation and Local Content	R134,2 million					



National programmes

National Programmes are designed at the centre and rolled out across our RSA Business units.



STEM Education Excellence

Why we support education

Sasol recognises the role of education in reducing poverty by preparing young men and women to participate in the economic growth and development in countries and regions where Sasol operates.

We further acknowledge the rapid pace of change in the world of work. Our contribution through educational interventions focuses on building skills that are relevant and aligned with the changes in the micro and macro environments including conducting and funding research, which is looking at the future world of work as well as contributing to the development of countries where we operate. These interventions include life skills and psychosocial support to deal with any changes our learners may struggle with during their studies. This is done by creating strong foundations for STEM education to increase participation at basic education levels up until preparation for employment and entrepreneurship.

Delivery pillars in education

1. The Sasol Foundation invests in systemic programmes in collaboration with the Department of Basic Education and is the implementation arm of all education programmes in RSA fenceline communities.

2. Sasol Learning and Development – to source the right talent from our communities aligned to the business requirements.

3. Research and Technology which invests in the universities in South Africa and Mozambique to ensure that the key talent and research is done to support the business and community requirement.





1 Sasol Foundation

Our education strategy is driven by the Sasol (the Foundation), while executed locally in our operating geographies, to ensure that the local needs of our countries of operations are catered for, in line with our delivery approach. This year, the Sasol Foundation reviewed the education strategy so it can be aligned to the business strategy which is focused on the decarbonisation roadmap which aims to achieve Sasol's Net Zero ambition by 2050 while ensuring that there is a just transition for both our employees and communities where we operate.

The new education strategy focuses on two main focus areas:

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

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

This ambition will continue to assist us to create impactful change through supporting access to quality education as a driver of sustainable economic participation captured under SDG 4. The focus is on improving the lives of the learners from Early Childhood Education until entrepreneurship and employment while executing through the school and the national government systems.

Our investments in education focuses on the following areas:

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



What we delivered

Early Childhood Development and Education (ECDE)

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

Why we Intervene in Early Childhood Education

The Sasol Foundation supports South Africa's National Development Plan's assertion that Early Childhood Education is the bedrock of building national capabilities. As a result, we seek to contribute towards the achievement of the country's goal to provide universal access to two years of compulsory quality early learning before children start formal education. Recognising that early learning forms the basis for life-long learning, our aim is to contribute to

the architectural foundations supportive of the holistic development in young children, ensuring they are cognitively stimulated, that stunting is prevented, and the children are ready for school. The Sasol Foundation therefore guides the design and implementation of programmes delivered by the different implementing partners in our fenceline communities to ensure holistic development is of high quality and is aligned with government priorities.

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



a Early Childhood Development and Education

Recent neuroscience research by UNESCO shows compelling evidence that early experiences affect the development of brain architecture, which in turn, affects all future learning.

While our ECD programmes are holistic in their approach, they emphasise equipping learners with numeracy, literacy and social skills in order to provide learners with a solid foundation for future STEM education. During the past year, we focused on the assessment of our interventions. We conducted a baseline assessment of all the ECD Centres that we have supported since 2019 and concurrently analysed a sample of the best-in-class ECD models.

The purpose of the assessment was to establish the overall impact our education programmes, while evaluating the overall management of the Centres, quality of learning, health and safety.

The baseline assessment revealed that while the management of Centres has improved and most Centres meet the basic requirements to operate as ECDs, the quality of learning remains low. The model analysis helped us understand the critical elements that contribute to the overall quality of our ECD programmes and the associated costs. This research, combined with model analysis, will inform our future interventions and assist us in developing an affordable and scalable best-in-class model. Our envisaged future interventions will endeavour to equip both the practitioners and children with science and technology skills to enable them to thrive in a digital world of innovation.

Stepping in at this crucial time of a child's formative years gives us an opportunity to provide them with the foundational architecture to fortify their progress throughout the entire education value chain.

ECDE programme elements



ECDE Training
accredited and non-accredited training of managers and practitioners



Toy Libraries
mobile and purpose built



Resources
learning, indoor and outdoor play equipment



Leadership Training
general management and leadership training for owners of Centres



Nutrition
food packs and food gardens



Safety Training
first aid training for practitioners



Advocacy
communities of practice for NGOs that support the sector to enable access to resources and provide general support on policy matters



Comprehensive Programmes
ie offering services such as training, nutrition, infrastructure etc as a package at Centres

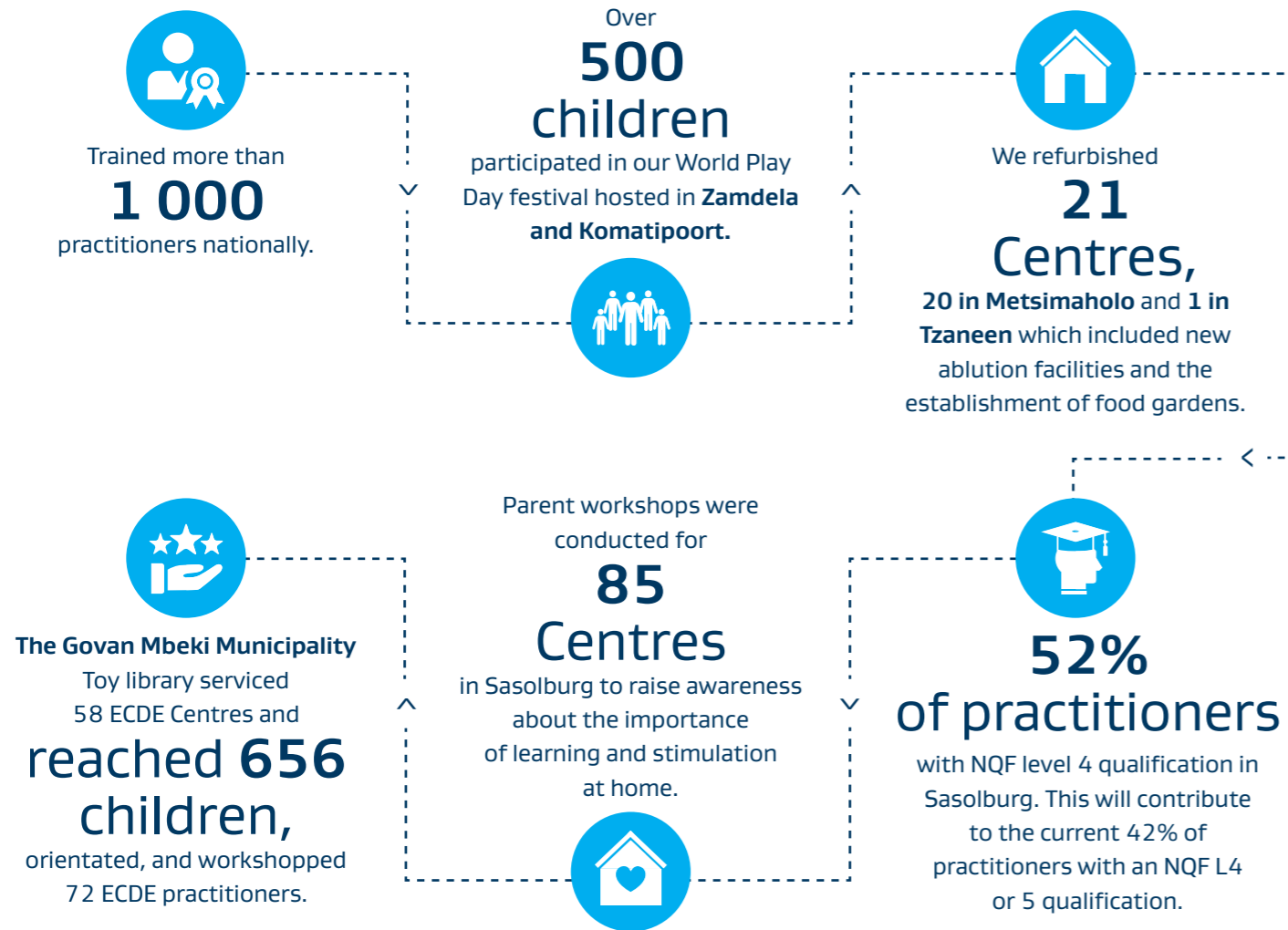
How we Intervene

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

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

What we have done throughout the year

Key highlights



These are some of the outcomes of our ECDE programme for the past year:

Areas		Number of Centres	Number of Learner Beneficiaries	Parent Beneficiaries	Teacher Training
Free State	Sasolburg	98	5882	200	420
Gauteng	Ekandustria, Pretoria West and Diepsloot	51	3101	-	257
KwaZulu-Natal	Umlazi, Lamontville, Wentworth	27	1323	-	156
Limpopo	Tzaneen	15	436	-	25
Mpumalanga	Secunda, Dipaleseng and Komatipoort	81	7242	936	344

Our ECDE Comprehensive programme offering includes:

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



Feature Story

Our most recent activities in ECD

Our response to hunger in early learning

At the beginning of 2022, over 340 million people around the world suffered severe hunger. The United Nations marks 16 October as World Hunger Day which reminds us that our Early Childhood Development interventions in nutrition and food security remain a critical component for a child’s holistic development. Without good nutrition, a child cannot play or learn effectively and their cognitive, physical, social and emotional development is impeded.

According to the 2020 Child Gauge report, in South Africa, 27% of children are stunted, meaning that these children will likely not reach their full growth and developmental potential because of the irreversible physical and cognitive damage caused by persistent nutritional deprivations.

In order to improve the quality of education and to break the inter-generational cycle of poverty – Early Childhood Development (ECD) Centres must be strengthened to provide a strong foundation for learning and development. To achieve this, access to adequate and consistent nutritional support is crucial, which is why the Sasol ECD programme has taken on different multiple interventions to mitigate food and nutrition risks.

Sasol has provided nutritional support to 138 ECD Centres, benefiting 7 393 children in KwaZulu-Natal, Mpumalanga, Free State and Limpopo, respectively. The nutrition programme included nutritious breakfasts, lunches and the establishment of food gardens.

When the flood disaster struck in KwaZulu-Natal, significant damage was caused and some of the Centres we support were severely affected. We immediately responded by ensuring that over 27 ECD Centres teaching 1 323 children are provided with two meals a day while they recover from the devastation of the floods.

Most of these ECD Centres operate in impoverished communities where the unemployment rate is high. For this reason, many parents rely on these Centres to provide nutritious meals for their children. At Sasol, we remain committed in striving for zero hunger in our communities.

A notable outcome is the fact that some ECD Centres are producing excess nutritious foods, enabling them to sell some of the produce to the community. Furthermore, practitioners who have received training are now able to mentor new practitioners, growing the capacity to care for more children and open additional ECD Centres. With more children having access to ECD Centres, young mothers and caregivers are able to participate in the economy while having the peace of mind that their children are safe and looked after.

Human dignity and self-worth are reinforced through our ECD initiatives. The programmes continue to expand, having cascaded benefits beyond just the future of the children at our Centres but expanding to the surrounding communities.



For more information use this QR Code or visit <https://society.sasol.com/world-food-day/>





b STEM in schools

STEM in basic education is important because it:

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

According to the United Nations, sustainable development and innovation are anchored in solid scientific knowledge, cutting edge technology, advanced engineering and mathematical skills. For countries to thrive in a fast-changing world of technology, investing in STEM education is essential. Currently there is a significant gap globally in the performance of African learners in STEM compared with the rest of the world. The United Nations report on STEM Education and Inequality in Africa indicates that by the end of the primary

schooling phase, only 18,65% of the learners achieve minimum proficiency levels in mathematics compared to 58,11% in the rest of the world. The Sasol Foundation thus recognises the pivotal role of STEM education in economic advancement and development. We believe that our partnership with government and other organisations will promote and improve STEM education from primary school level, serve as a catalyst for positive change and contribute to South Africa's growth and global competitiveness.

Why we intervene STEM in schools

We want to contribute to the improvement of STEM outcomes by enabling a critical mass of learners to access STEM-related careers.

How we intervene STEM in schools

The STEM in Schools programme addresses systemic challenges that relate to lack of capacity amongst educators and lack of teaching and learning resources in schools. We intervene through partnering with the Department of Basic Education, other funders and implementing partners. Together, we innovate and develop solutions to improve learner performance in STEM subjects. Our interventions comprise the following key strategic initiatives:

- Mobile science laboratories
- Fourth Industrial Revolution in schools
- Online learning and learner support
- Resource development
- Career education

STEM programme elements



What we achieved

Key highlights

- 1 We established seven coding and robotics laboratories** in partnership with Sfiso EdTech. This was done in an effort to further augment the support provided to the Department of Basic Education while piloting the Coding and Robotics curriculum, which is currently underway in public schools.
- 2 We donated three extra mobile science labs** to support under-resourced schools in rural areas of Mpumalanga, Eastern Cape and KwaZulu-Natal. Each mobile lab will service about 30 schools on average per year to support STEM subjects and ensure that learners complete their prescribed experiments. In total, we've funded 17 mobile labs to further STEM education in these rural areas.
- 3 In partnership with Osizweni Science Centre and Boitjhorisong Resource Centre (BRC),** we initiated online classes in Sasolburg and Secunda to support matric revision programmes and provide extra tuition to Grade 11 learners in Mathematics and Physical Science. The infrastructure required for these online classes included the installation of smart boards and internet connectivity in ten schools this year.
- 4 We hosted the Energy Innovation Schools Competitions** where over 4 861 learners developed and presented 1 191 science projects on renewable energy.
- 5 We hosted the first-ever virtual Sasol TechnoX** in celebration of this event's 20th occurrence. Sasol TechnoX is one of the biggest science and technology career expos in the Southern Hemisphere.



Our interventions are implemented through partnerships to enhance knowledge, drive collaboration and resource optimisation.



Mobile Science Labs

We consider mobile laboratories as a cost-effective solution to a lack of science lab facilities in schools. We have donated 19 mobile science labs to different organisations, including universities, science Centres and the education districts, to service rural schools in since 2014. During the last financial year, three of these were donated to the Umkhanyakude District in KwaZulu-Natal, the University of Mpumalanga and the Albertina Nontsikelelo Sisulu Science Centre in Cofimvaba. Additionally, our partners Osizweni and BRC, support 33 schools in Mpumalanga, 10 schools in Gauteng North and 19 schools in Fezile Dabi district in the Free State, reaching over 2 500 learners in our fenceline schools and promoting education in career exhibitions organised by government agencies in areas around our operations.

Online Learning and Learner Support

- The Sasol Foundation funds the delivery of online lessons in 15 schools in Mpumalanga to expose learners to high-quality learning and enhance teacher skills through peer learning that is facilitated by technology.
- We have provided infrastructure for online learning in 10 schools in Fezile Dabi (Free State) and the Gauteng North districts.
- This infrastructure was used to conduct online matric revision for the 2022 Grade 12 exams and extra lessons for Grade 11 in Mathematics and science in four of the Fezile Dabi schools. The Gauteng North online connection will be finalised before the end of 2023.
- The Sasol Foundation further supported extra lessons on Saturdays and during school holidays where 218 learners attended the Gauteng North district’s High-Flier programme. This programme was launched in an effort to increase the number of learners that obtain Bachelor passes, enabling them to access STEM fields at universities. Since it’s launch, the High-Flier programme has significantly improved the performance of the district. In fact, during the 2022 matric exam, the Gauteng North district was the fifth top-performing district out of 81 districts in the country.

Coding and Robotics

The project was initiated to support the introduction of the Coding and Robotics curriculum in schools. The Sasol Foundation participated in the development of the curriculum in 2020, the training of the provincial teams and teachers. To date, about 450 provincial training teams and 3 100 Grade R-8 teachers were trained nationally over the past two years. To pilot and support the practical component, the Sasol Foundation has also partnered with Tshikululu Social Investments and Sfiso Edtech to establish seven coding and robotics laboratories in schools and education Centres in Gauteng, KwaZulu-Natal, Limpopo, Mpumalanga and the Northern Cape. In addition, Osizweni hosted a coding and robotics open day for primary schools and interested parties in Embalenhle.

Resource Development

To strengthen the teaching and learning of mathematics in the Foundation Phase, the Sasol Foundation is in the process of translating the Grades 1-3 Mathematics learner books and teacher guides into all official languages in line with the language policy for Foundation Phase. Our support for this project seeks to mitigate the learning barriers created when learners are taught in a language that is not their home language. On completion, these resources will be digitised to enable access to quality maths resources to all learners.



Feature Story

Sasol TechnoX

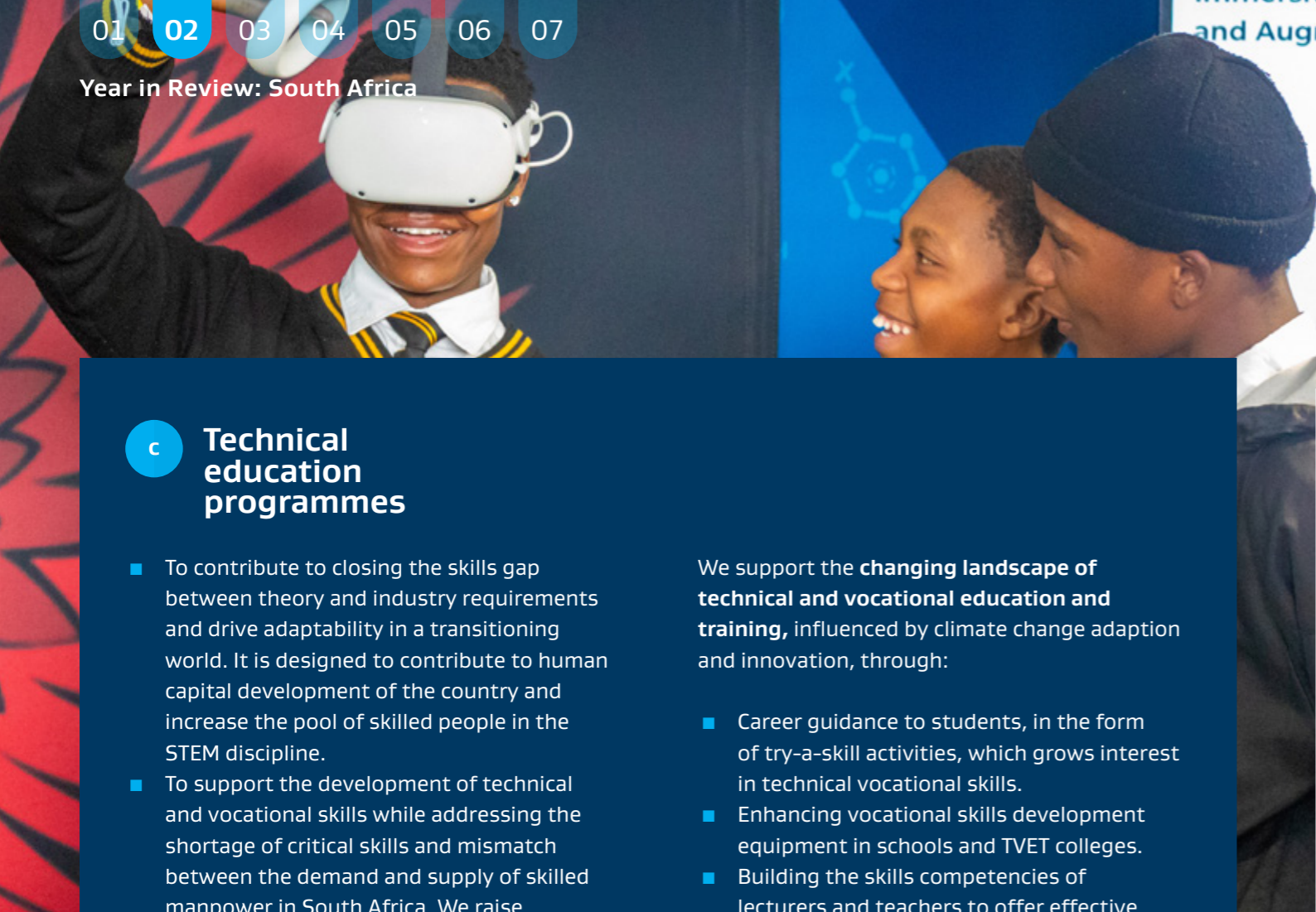
– Unearthing a world of unending possibilities

Technology and innovation rapidly evolve and change every aspect of our lives, ushering in new career opportunities powered mainly by STEM subjects. Yet, most learners do not have knowledge about relevant careers, resulting in wrong subject choices, and consequently, high unemployment as graduates lack the requisite skills for the current and new economy and are not fully aware of the urgent need to innovate in order to solve our socio-economic challenges.

To show our commitment to ensuring that South Africa produces a generation of adequately trained professionals, artisans and entrepreneurs who possess the correct combination of knowledge and needed skills to steer the country forward, the Sasol Foundation has been hosting one of the biggest science and technology career expos every year since 2000. Over the years, this was a live event hosted in

Sasolburg and Secunda on alternate years until it was interrupted by the recent pandemic, COVID-19. In September 2022, we took advantage of the lessons learnt during the lockdown to launch the first-ever virtual Sasol TechnoX. The theme of the expo was, EXPLORE, CREATE, INNOVATE and the exhibition focused on skills of the future, entrepreneurship, and profiling of STEAMI careers accessible at the different levels of the education spectrum. It was also used as a platform to engage the youth on socio-economic issues that affect their daily lives.

Joined by over 36 000 learners, 336 schools and over 2 800 individuals, the event was both inspiring and informative. It featured 2D and 3D virtual exhibition stands and allowed the viewers to interact with the exhibitors and conference speakers through chats and live virtual engagements and competitions. It also offered many young innovators, professionals and speakers an opportunity to showcase their talent, products and services to a wider audience.



c Technical education programmes

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

We support the **changing landscape of technical and vocational education and training**, influenced by climate change adaption and innovation, through:

- Career guidance to students, in the form of try-a-skill activities, which grows interest in technical vocational skills.
- Enhancing vocational skills development equipment in schools and TVET colleges.
- Building the skills competencies of lecturers and teachers to offer effective and quality instruction.
- Enhancing digital skills of educators to teach the curriculum using blended learning pedagogies.

What we achieved

Key highlights:

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

- 1 Our 14 TechSENet schools attained an average of 82.7% pass rate for the 2022 academic year with a 99% average for technical subjects. These are **low or no income schools in rural and urban areas with limited resources**.
- 2 **36 teachers from the five provinces were trained on vocational sections** of technical science and technical maths. Engineering graphics and design teachers also received laptops and got to practice using AUTOCAD instead of manual drawing boards.
- 3 **1 100 and 880 teachers attended the 6th and the 7th Annual Technical Teacher's Conference**, respectively, in this last financial year. The aim of the 7th conference was to explore innovation in vocational education, the place of simulations and 3D applications, and skills development policies in South Africa .
- 4 **Completed capacity building for 167 TVET college lecturers** to help them bridge some of the teaching gaps to align with industry requirements.
- 5 24 engineering graphics and design teachers from five provinces received software and training on **AUTOCAD as an introduction to digital technology teaching**.
- 6 **Two students who completed their College Training** from the 2022 cohort joined Sasol as Technicians in Training for 12 months. The remaining 60 students will also do their WIL on completion so that they can qualify as artisans.
- 7 The Free State Learner Skills competition **enrolled 40 schools and 3 800 learners** who competed in all nine specialisations to prepare for the World Skills Championships. Sasol Foundation has been preparing these learners for the past five years. This shows our unwavering commitment to investment in education through a long-term view.
- 8 **Completed a four-day lecturer digital skills training** where 770 TVET College lecturers from five provinces attended for engineering and related courses. After this group of lecturers completed training, more requests have been received for other lecturer groups, including the management teams at TVET Colleges.

Technical Schools Programme Elements

- Resources
- Career Guidance
- Work-Integrated Learning (WIL)

- Teacher Development
- TVET College Lecturer Development
- Learner Development

TechSENet Schools

The Technical Schools of Excellence Network (TechSENet) programme focuses on transforming ordinary schools to fully-fledged technical/vocational schools. John Orr Technical High School was used as a pilot in 2012 for this programme and now the network has expanded to 14 schools, after the partnership with Kagiso Trust. The programme focuses on teacher support, learner support and technical workshop resourcing.

The 14 schools in the network attained very good results with an average of 82.7% pass rate. Most schools improved from their 2021 results with four schools attaining over 10% improvement. Two of our recently transformed schools improved by 17% and 42% respectively.



Annual Technical Teacher Conference (ATTC)

Two annual conferences were held in this financial year – the 6th ATTC in September 2022 and the 7th ATTC in June 2023.

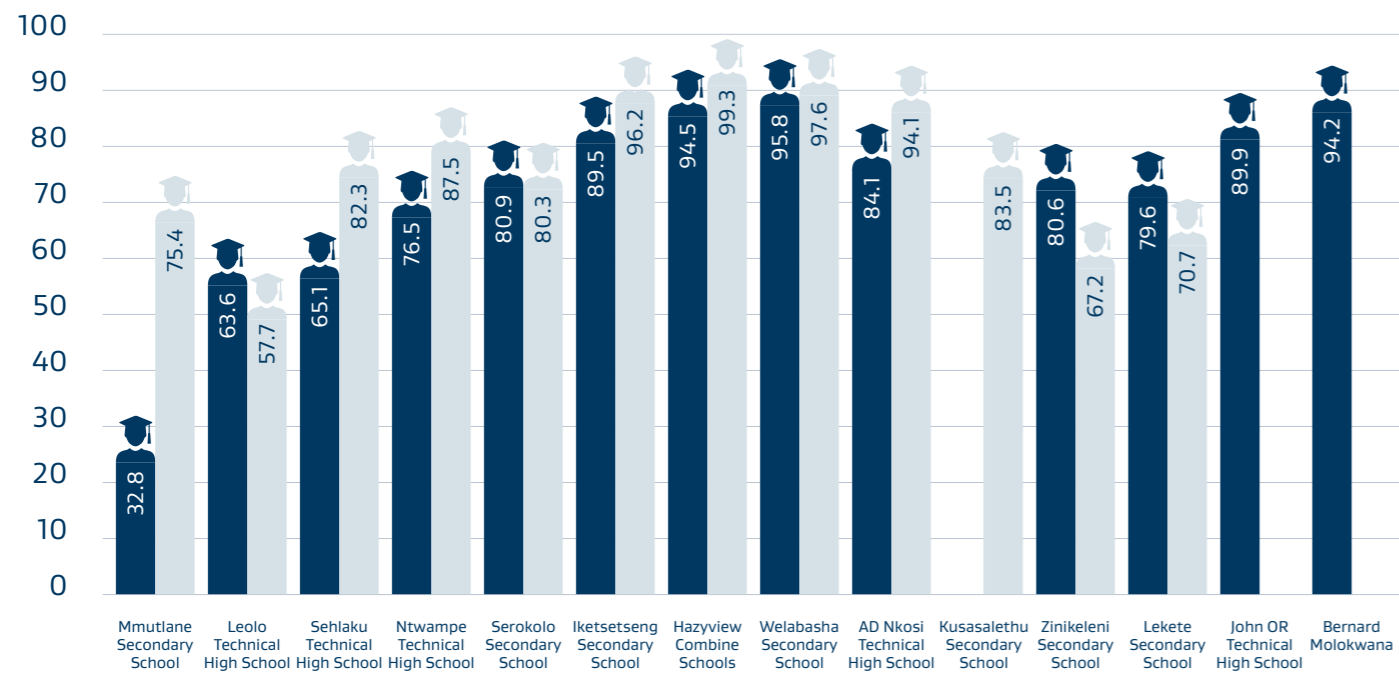
The 2022 conference was virtual and hosted as part of the Sasol TechnoX while the 2023 event was a hybrid conference consisting of virtual and face-to-face modes. Over 880 technical subject teachers and vocational education practitioners from all over the country attended the 7th ATTC. The conference exposed teachers to the latest technologies in home security, solar, battery, drones technologies and cybersecurity, as well as how these technological developments impact technical and vocational teaching and learning. Earlier on the conference day, the Department of Basic Education (DBE) had shared a progress report on its commitment to the three-streams model. This model aims to transform the focus of South African basic education from an academic one to a 60% technical occupational-oriented curriculum.

On the second day, over 150 teachers also attended the practical session where they honed their skills in different trades and were hosted by different industry partners, such as Corobrik, SAJ, CBM training, Electrolux, Modena and Pert Industrials. The practical sessions were designed in response to a preconference survey that was conducted to ensure that the sessions met the needs of the teachers. These sessions were more beneficial to the teachers than the virtual mode because teachers got to practise on real-life projects, using actual equipment and machinery.



Comparison 2021 and 2022 Pass Percentage

2021 Pass% 2022 Pass%



All 14 schools produced an average pass rate of 99.9% in technical subjects. Most schools (76%) attained a 100% pass rate in technical subjects, with a total of 54 distinctions in technical subjects.

Workshops from eight schools were refurbished and concrete slabs with storage areas were also built. We provided drawing tables, data projectors, printers and PPE to the schools. AD Nkosi Technical High School converted a classroom into an electrical workshop which was refurbished and properly demarcated for safety. 15 Welabasha school teachers in Empangeni, KZN received training on the use of construction, electrical technology and welding equipment that the Sasol Foundation donated.

Learner Support

A two-day career guidance session, attended by just under 2 000 learners from Sekhukhune East District, was held in Burgersfort, Limpopo. Learners were exposed to artisanal job opportunities including safety and emergency training, STEM careers and bursary information. There were 14 exhibitors including the Mining Development Agency which works with various mining companies in Burgersfort.





TVET College Intervention

The Sasol Foundation made headway in the investing the TVET Sector with a specific focus on developing skills of the future.

Some of the programmes have been conceptualised following a roadshow that the Sasol Social Impact team undertook to understand the needs of the TVET colleges regarding challenges presented by climate change and the country's energy crisis. An intervention framework was designed to address the challenges and needs of the TVET sector that were identified. Some of the interventions are outlined below.

- 770 TVET college lecturers from five provinces completed a four-day digital skills training lecture in engineering and related courses. A survey was conducted to identify the digital skills needs of TVET college lecturers. Although some lecturers were reluctant to participate, it was upon their participation that they realised how much they did not know. This affirmed the need for continuous professional development of lecturers.
- 32 successful candidates were awarded the TVET College Bursary in Electrical and Chemical Engineering designed for three colleges, namely Gert Sibande, Flavius Mareka and Nkangala TVET Colleges, in partnership with Sasol Energy Business. This will be a three-year programme where electrical engineering students will get specialised training in solar power installation and maintenance, while chemical engineering students will receive specialised training in hydrogen fuel technology. This programme helps to ensure that the Sasol Foundation aligns with critical business imperatives.

Lecturer Capacity Building

A German training company, Fosh Learning, was contracted in partnership with DHET, to deliver an integrated industrial project-based TVET college lecturer capacity building programme for 150 lecturers.

This project uses augmented reality to get lecturers to design and make EduBoard stands and inverters. Lecturers attended virtually and had a week of face-to-face practical workshops in Pretoria. The project embraced a holistic methodology to provide a comprehensive training experience for the TVET lecturers. This approach aimed to address various aspects of learning and development going beyond theoretical knowledge to incorporate practical skills, real-life applications and industry collaboration. The training programme took a leap into the future, making the most of gamified and virtual reality (VR) technologies. By gamifying the learning process, the lecturers found themselves in immersive experiences encouraging critical thinking and problem-solving skills and stimulating scenarios like client interactions, planning, and working out a cost estimate, giving the lecturers a taste of real-world situations.

The VR technology allowed lecturers to step into another world by being placed in virtual environments that mirrored the realities of their field. This safe space allowed them to practice, make mistakes, and learn without the potential risks and pressures of the real world.

Teacher Assistant Programme for TVET Education (DRAFT)

This initiative is adapted as a pilot of the remodelled DBE Teacher Assistant programme in schools with the aim of not only curbing youth unemployment but to also giving young teachers focused work experience which they need for employability. The initiative also supports curriculum delivery by freeing teachers from practical work preparation.

The Sasol Foundation initiated a pilot of a Teacher Assistant Programme in the Fezile Dabi District. The programme provides workshop maintenance assistance to technical schools, as well as laboratory management assistance to schools. Teacher assistants were placed across the district in Sasolburg, Parys and Kroonstad. Seven teacher assistants were recruited and trained in each field. The teacher assistants were also equipped with PPE and toolboxes to assist them to do maintenance and minor repairs at the schools. Most teacher assistants were unemployed University of Technology graduates that we contracted to assist technical vocational curriculum delivery, as well as laboratory work in schools.

The project has brought much relief to the technical teachers in the district. The head of department at HTS Sasolburg indicated that this was much-needed help. The teacher assistants do not only concentrate on good housekeeping, but also provide an extra pair of eyes for the safety of learners in the workshops. The teacher assistants were also

adjudicators for the skills competition in the district, because of their qualifications and grasp of technical school programmes. Upon monitoring, the schools' laboratories and workshops certainly looked neater and well-organised compared to the era before the teacher assistants.

This project will be rolled out to 90 vocational and occupational schools across the country, in partnership with DBE and Kagiso Trust, as a contribution towards the Presidential Youth Employment Initiative-Basic Education Employment Initiative (PYEI-BEEI).

Our support for technical education at technical schools and TVET colleges seeks to address unemployment in this sector by enlarging the pool of skilled artisans to match evolving industry needs in step with technological advances. We have imparted and contributed our expertise in these high-demand and scarce skills development initiatives to drive a meaningful socio-economic impact.

As we make strides in technical education development, we strive to facilitate articulation for high school graduates to Post School Education and Training (PSET), including TVET colleges and apprenticeships, and not only universities. We advocate for NCV levels 2-4 courses to be offered at school level instead of TVET colleges as part of advancing the three-streams model and avoiding duplication in articulation. As we enter the end of the Decade of the Artisan and the last six years of the NDP 2030 target of 30 000 artisans a year, a more accelerated mode is envisaged.





d Tertiary education

Why we invest in tertiary education

1

To develop a pool of skilled graduates that respond to the needs of the industry and contribute towards closing the skills gap in the country and in our fenceline communities.

2

To increase access to tertiary education for financially needy and academically deserving youth, particularly those from previously disadvantaged groups.

3

To enhance research and innovation in order to produce new knowledge, products and solutions that benefit society and make South Africa globally competitive.

How we do it

We create access to tertiary education opportunities that equip our youth with skills that will enhance their employability. This helps to address both the industry and country's skills shortage through:

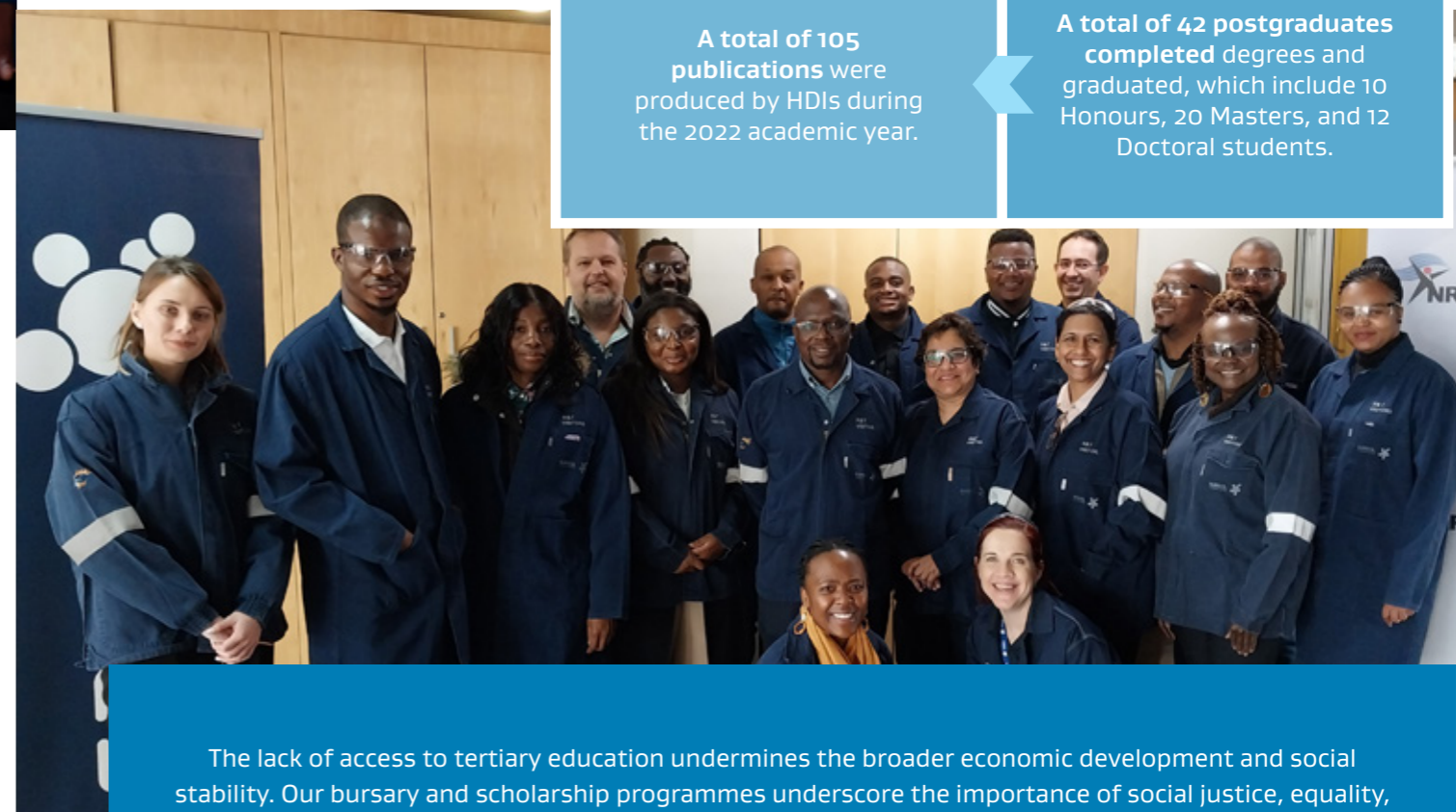
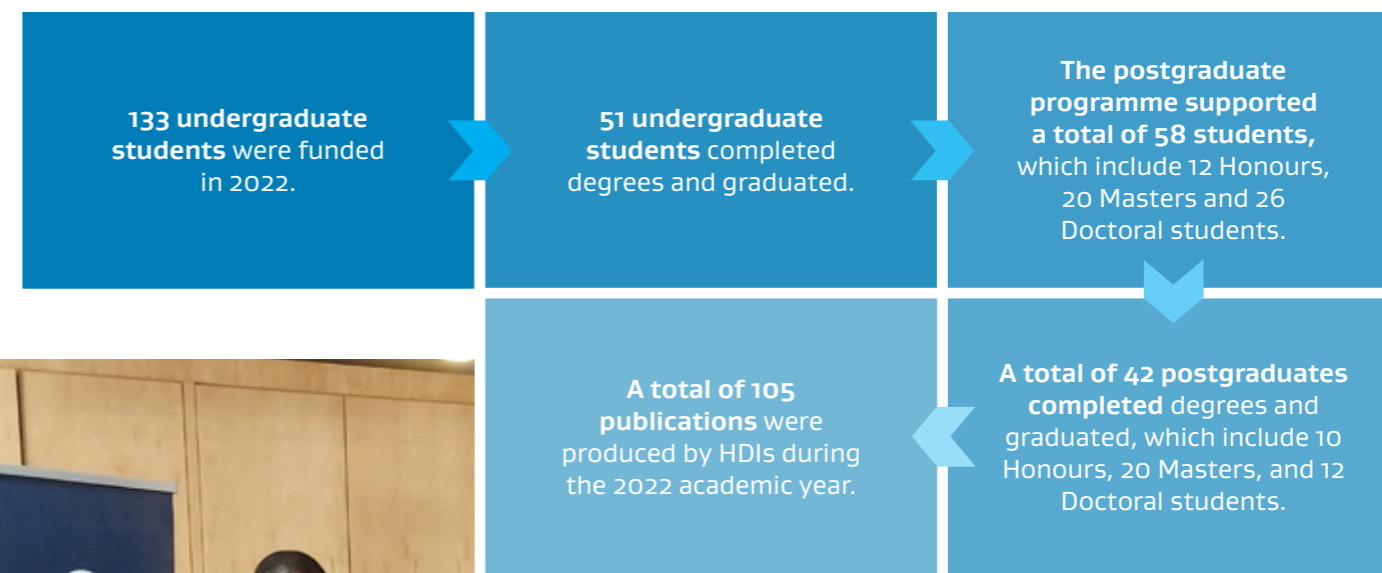
- Provision of comprehensive funding support for candidates pursuing STEM and non-STEM career studies.
- Work readiness and entrepreneurship support enabling systems that produce graduate self-starters.
- Research and infrastructure support, through provision of postgraduate scholarships and critical research equipment for Historically Disadvantaged Institutions (HDIs), to increase capacity for research and innovation.
- Development of green economy skills to support the country's transition towards more sustainable solutions for the country.

Programme elements

-  **Bursaries and Scholarships**
-  **Research Resources**
-  **Research Training and Development**
-  **Student-Wraparound Support**
 - Graduate Development
 - Mentorship Support
 - Psychosocial Support
 - Work Readiness and
 - Entrepreneurship Support

What we achieved

- The Sasol Foundation invests in tertiary education to help individuals build the skills that will enable them to participate in the economy, contribute to social development and allow them to be responsible self-reliant citizens.
- We also support institutions with research and capacity building for innovation, economic growth and social advancement.
- The Sasol Foundation Tertiary Education portfolio has a mandate to provide support in the following strategic areas:
 - **Undergraduate Bursaries; Postgraduate Scholarships and Research Support; and Student Wraparound Support.**



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

Undergraduate Bursaries

This programme aims to support the development of a pool of critical skills in STEM for the country. The programme also supports non-STEM careers for qualifying children of Sasol Khanyisa shareholders, those from our fenceline communities, and children of Sasol employees.

The total number of funded undergraduate students in 2022 was 133, comprising of 60 new bursaries awarded during the academic year, and 73 returning students. Our focus for new bursaries is on the development of skills of the future as well as the green economy skills, which are predominantly aligned with STEM disciplines. These include specialisations such as Engineering and Engineering Technology, Data Science, Information Technology, Agricultural and Environmental Sciences, Medical Sciences, Construction and Manufacturing. Technologies such as Robotics, Internet of Things, Automation, Machine Learning and Artificial Intelligence are at the core of these disciplines as the major drivers of digital transformation, which is critical for the future world of work.



Postgraduate Science Fellowship Programme

This programme is aimed at developing a pool of next generation black science researchers and building research capacity at Historically Disadvantaged Institutions (HDIs).

The programme recruits and supports Honours, Masters, and Doctoral students to study degrees in Chemistry and Environmental Chemistry, now with focus on Green Chemistry and Sustainability research. The programme is funded through a 50:50 partnership with the National Research Foundation (NRF).

In the 2022 academic year, the programme supported a total of 58 postgraduates, majority of whom were doing their final year of studies. Forty-two postgraduate students completed their studies and graduated, which included 10 Honours, 20 Masters, and 12 Doctoral students.

There was notable improvement in the research outputs from the postgraduate students in the last year, with 105 peer-reviewed publications produced in 2022/2023 against the 78 publications produced in the previous academic year.

Student wraparound support

This programme is aimed at providing support to students to improve pass rates, throughputs, and overall student experience at universities, while also preparing them for the world of work. The programme includes aspects of (1) Psycho-social support (2) Life skills training (3) Work readiness (4) Graduate development, (5) Mentorship, and (6) Research training and support.

1

Psycho-Social Support

The Sasol Foundation invests in tertiary education to help individuals build the skills that will enable them to participate in the economy, contribute to social development and allow them to be responsible self-reliant citizens. We also support institutions with research and capacity building for innovation, economic growth and social advancement.



2

Life Skills Training

Our 60 new undergraduate bursars in 2022 benefited from our annual Orientation program when they joined at the beginning of the year, which assists them in preparing them and helping them adjust to university life and academic rigour.

An induction program was also hosted in partnership with the NRF to induct all new postgraduates into the scholarship programme. Postgraduate students also received financial management training by Discovery. This was to help them with managing their funds which are paid in bulk, so that they can sustain themselves for much longer periods.





3

Graduate Development and Work Readiness

Final year students received much needed training in job search tools. Attention was given to skills, such as:

- CV writing;
- Interviewing skills;
- Developing your personal brand using LinkedIn; and
- Resilience in job hunting.

Postgraduate students interested in pursuing research-related careers further received information on research institutions and organisations that offer internships and job opportunities.

4

Mentorship

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

Plans are underway to launch a mentorship programme in our undergraduate programme. Our aim is to utilise senior students as a main support system particularly for 1st year students who are transitioning from school to university, but the support will extend to other levels of study as well to improve students' overall university experience.



5

Research Support

Due to historical reasons, HDIs in comparison with other SA public universities, do not generate enough revenue from third-stream income sources such as donations, industry partnerships, contract research, etc. Universities generally use third-stream income for research activities in the main. HDIs depend heavily on first and second income to support research endeavours.

First-stream income is in the form of a block grant/government subsidy, which is their main source, and the second income is generated through tuition fees, largely received through NSFAS since HDIs cater more for low-income students. It is against this background that the Sasol Foundation donated funding of R4,2 million for critical research equipment to four universities in our network. Procurement of the much-needed instruments began towards the latter part of 2022, with some of the instruments having been delivered. Sasol R&T also donated instruments and chemicals to the University of Venda.

The Sasol Foundation has over the years, been donating research equipment at HDIs and this has improved the training of postgraduate students

at these institutions. For example, instead of sending samples for analysis at other universities, which inadvertently deprives students of an opportunity for research training, their samples are now analysed by the students themselves at their institutions. Furthermore, when new equipment is purchased, this creates an opportunity for training/upskilling of staff such as the Lab Technicians and other research students in new technologies as the instruments get advanced. There's an overall reduced cost of student research support for the Sasol Foundation, with students no longer needing to travel to other institutions to access equipment for their research. Important to highlight also, is that donated equipment is ultimately utilized by all postgraduate students in the Departments of Chemistry and other related disciplines within the universities.

6

Sasol Foundation Alumni Tracking Platform

In the last financial year, the Sasol Foundation developed and Alumni tracking platform as part of the bigger Sasol Social Impact tool for impact measurement, monitoring and reporting. The Alumni platform seeks to track and trace all the Sasol Foundation's bursary recipients since inception of the first bursary programme in 2010. The portal will help connect the alumni and build a community that can work towards giving back to society, while also providing them with a platform

to expand their professional and social networks. With this platform, the Sasol Foundation also seeks to capture the journey and stories of all its alumni in order to understand the real social and economic impact of our bursary programmes.





2 Sasol learning and development

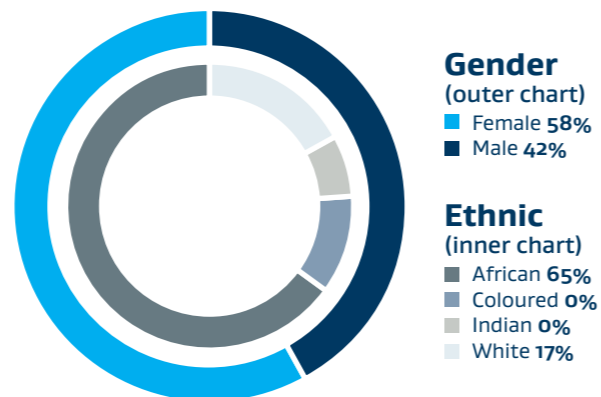
There are two main talent pipelines within the Sasol Learning and Development space.

- **The Sasol Mainstream Bursary programme** is a talent-based programme and provides support under the following programmes: (i) **Undergraduate Mainstream Bursary programme** (ii) **Postgraduate programme** (iii) **Psycho-social support (Therapy Now)**
- **The Sasol Learnership programme**

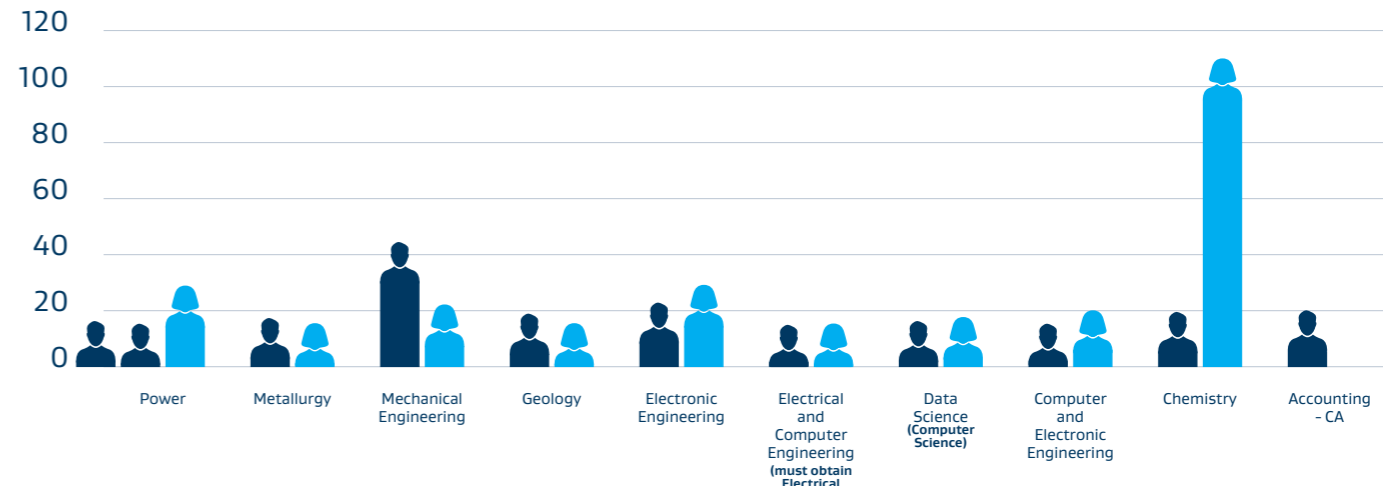
1 Undergraduate Mainstream Bursary Programme

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

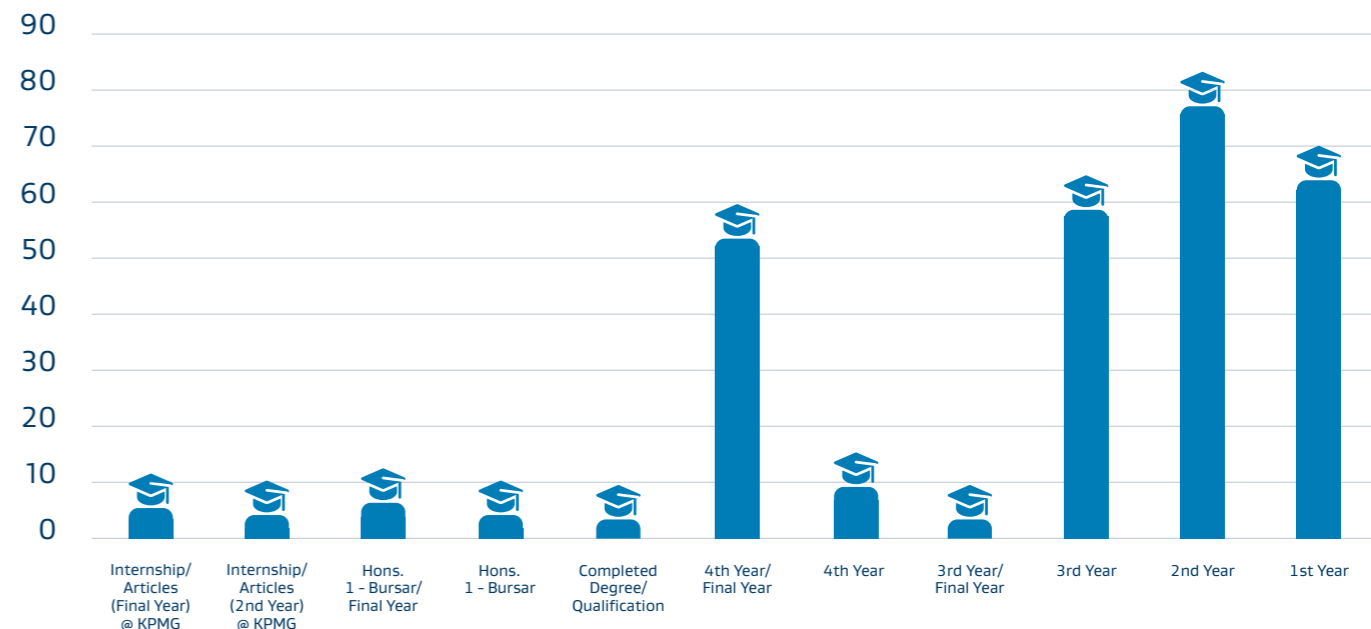
In 2023, the programme funded a total of 272 undergraduate students. Here is a graphical representation of the demographics, degree specialisations, and level of study of these undergraduate bursars.



Field of Study



Level of Study

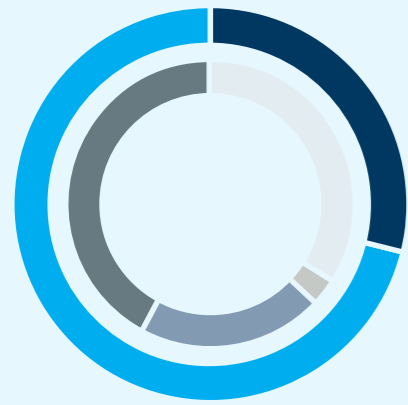


2 Postgraduate Programme

To support economic growth demands in South Africa and to satisfy our own requirements for highly skilled postgraduates in the science and engineering disciplines, Sasol awards postgraduate bursaries for MSc, MEng and PhD. studies in Chemistry and Chemical Engineering. These awards will be made for postgraduate research supporting Sasol and South Africa's energy and circular economy transition.

The total number of funded postgraduate students in 2023 is **38**. Below is a graphic representation of demographics, degree specialisations, and level of study of undergraduate bursars.

Year in Review: South Africa



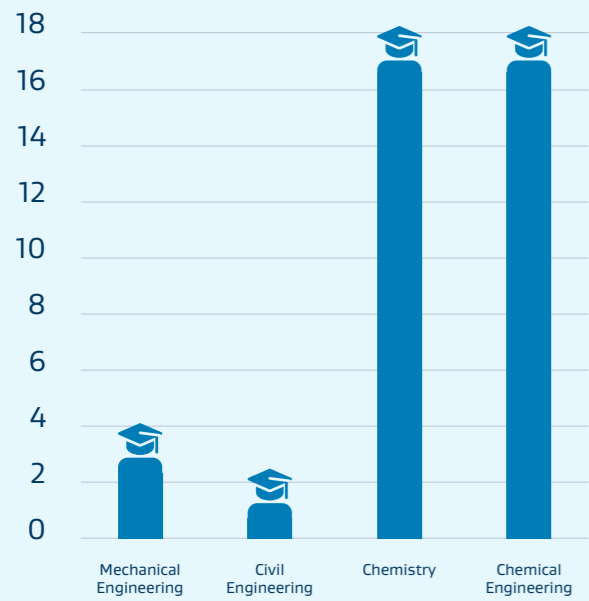
Gender
(outer chart)

Female 71%
Male 29%

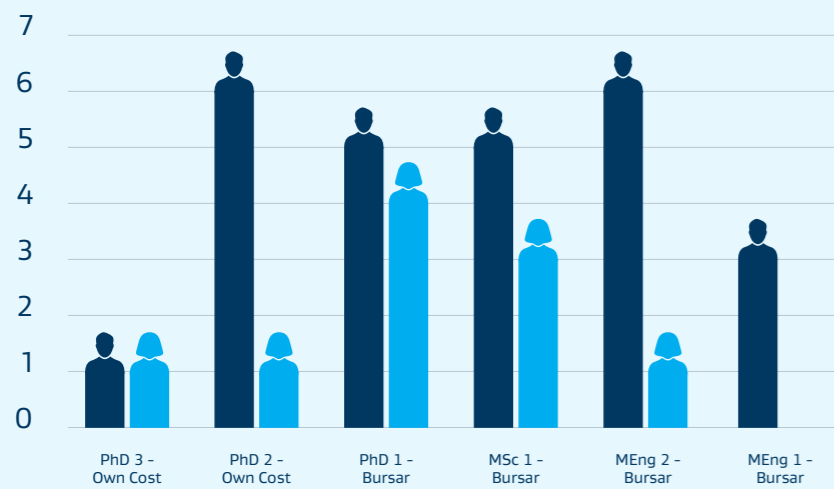
Ethnic
(inner chart)

African 42%
Coloured 21%
Indian 3%
White 34%

Field of Study



Level of Study



3 Psycho-Social Support
Therapy Now counselling service

- Our students have experienced an increase in perceived trauma during and after being faced with life's challenges. This resulted in subsequent deterioration in mental health during the last 24 to 36 months.
- Although various interim interventions have been implemented, it became evident that a long-term preventative initiative is required to mitigate personal mental health difficulties.
- The aim is to determine and identify early signs of low self-esteem, burnout, panic attacks, depression, suicidal ideation etc, and then mitigate these challenges by means of timeous, intensive, professional assistance on a personal communication basis. Ultimately, the goal is to ensure that our bursary holders lead a balanced life, inclusive of mental health, that will enable them to academically perform to expectation.
- Given the importance of addressing these issues promptly, an intervention was put in place, to cater for the needs of our students, providing them with a platform to discuss their concerns, seek guidance, and develop effective strategies to manage their time more efficiently both in-person or virtually. This intervention offers a confidential and flexible space for students to express themselves and receive professional assistance.
- Results of this interventions will be evaluated progressively to ensure that the outcomes are achieved of empowering our students to overcome their obstacles and foster a healthier balance between their academic responsibilities and personal life.





3 Sasol research and technology

- 27 R&T scientists and engineers provide mentorship to undergraduate and postgraduate students from the Sasol Graduate Development and Sasol Foundation programmes as part of the Sasol employee volunteering programme. Students gain vital technical as well as emotional support from initiative.
- Our employees also provide lecturer services on disciplines where they are experts at various institutions in South Africa.
- In addition, our employees also provide technical advisory support to the Sasol-NRF research grant holders, as well as the newly funded postdoctoral fellows and SARCHI chairs.
- Sasol Scientists and Engineers form part of the review panel for Postdoctoral and Chair calls.

TechnoX 2022 Involvement

In support of STEM careers, we hosted a virtual stand where scientists prepared videos of several engaging and interactive chemistry experiments. This enabled learners to witness the wonder of science and allowed them to understand the practical application of the theoretical knowledge they already possess.

University Collaboration and Engagements

- As part of our University Collaboration programme, we supported the Stellenbosch University Career Fair to advise learners on how to navigate challenges in their careers and how to get the support they require to succeed.
- We also supported the CATSA 2022 and SACI 2023 conferences by having our subject matter experts engage with various experts from academic institutions in order to share valuable information required to support the research and development in our country.

Equipment and Chemical Donations to Academic Institutions

- In order to enhance research and innovation in academic institutions, we donate equipment from our facilities to institutions that require them for the benefit of the students. In the past year, we donated:
- Reactor units to the Engineering Department of the University of Cape Town.
 - Parr Reactor unit to the Department of Engineering at Monash South Africa.
 - Excess/redundant chemicals to six South African universities.

 Feature Story



Sasol partners with the National Research Foundation (NRF) to support a just energy transition

As part of our investments in society for research and technology, especially with universities, who are key in developing and shaping our global competitiveness in new and innovative technologies, we have partnered with the National Research Foundation (NRF) in our tertiary programmes.

This allows us to develop the capacity of our postgraduate students and also build and maintain the research skills pool and resources in these universities in support of our strategy.

In our quest to continue supporting innovation, research and skills development, we partnered with the NRF and the Presidential Climate Commission (PCC) to respond to just energy transition challenges and opportunities. This is important not only for the country but for the sustainability of our fenceline communities.

- Over 140 delegates attended the summit held at Sasol Place (80 in person and 60 virtually).
- The CEO of Sasol, Mr Fleetwood Grobler, highlighted Sasol's support to deliver on a low-carbon economy as well as partnerships that are key enablers in the role played by both academia and industry to ensure the success of the green economy.

- Other speakers that highlighted the role of business, research and government in ensuring that we prepare and plan for a just transition and also look at available and future opportunities as we move towards a greener economy, were CEO of the NRF, Dr Fulufhelo Nelwando; Executive Director of the Hydrogen Council, Mr Daryl Wilson; and Dr Crispian Olver, Executive Director of the Presidential Climate Commission.
- The main message from this summit was the emphasis on collaboration to ensure success of the just energy transition in South Africa.
- It is paramount to ensure that constant communication and engagement of all relevant industries with each other and the relevant research institutions of academia are continued to ensure success of the just energy transition of South Africa.

In order to show commitment to research and innovation, Sasol and NRF committed R150 million for the next five years for industry-linked research and innovation projects linked to just energy.

- This resulted in two new funding calls from the Sasol-NRF collaboration that was concluded in December.
- The successful candidates were notified.

Awards included:

Research Chairs

Sasol-NRF Research Chairs in Green Hydrogen: Eight applications were received but the following were awarded:

- University of Pretoria [Tier 1]
- University of Cape Town [Tier 2]

Sasol-NRF Research Chairs in Energy and Power Systems Modelling: Eight applications were received.

- University of Johannesburg [Tier 1]
- Stellenbosch University [Tier 1]

Tier 1 Research Chairs are for well-established academics; Tier 2 is for promising up-and-coming academics.

Postdoctoral Innovation Fellowships:

Sixty-seven applications received but the following were awarded:

- Green Hydrogen: North-West University
- Energy Storage: Durban University of Technology
- Energy Storage: University of the Witwatersrand
- Waste Utilisation: University of Johannesburg
- Fischer-Tropsch Catalysis for PtL: University of Pretoria
- In Situ Characterisation of Catalysts: University of Cape Town

Through these exciting new initiatives, Sasol is clearly supporting research excellence and critical skills development towards a just energy transition.

While we continue to create tertiary education opportunities and build human capital for the future needs of industry and the country, it is imperative for us to embed graduate development, enterprise and entrepreneurship development that will enable our graduates to make successful transitions into the dynamic world of work, ensuring meaningful participation in the economy. We are optimistic that as the higher education sector reimagines post-school education globally, our local universities

will inter alia, speed up the process to adapt the curriculum to meet industry needs, and adopt new technologies that will ensure the development of a highly skilled and relevant future workforce.

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



What we invest in

Iphepe

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



Welding

Training will be provided to create qualified welders who are equipped to meet the required skill level for new and existing projects in the Mpumalanga and Free State provinces.



Motor Mechanics

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



Business Digital Services

Youth from our Sasol fenceline communities will be assisted to develop applied technology skills in order create scalable start-ups.



Community Service

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



Handyman Services

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

Bridge to work skills and employability programme

Why we invest

Over a third of all economically active people in South Africa are unemployed and half of that population (50%) are young people, who require sustainable pathways to a meaningful future.

With the economy growing at 0,6%, it is important to look at alternative ways of assisting the unemployed population.

This is the reason why Sasol launched the Bridge to Work programme, an employability programme targeting the unemployed with a particular focus on youth and women, without being exclusionary of men

to assist them with critical skills which will enable them to either be employed or start their own businesses. The goal of the programme is to aid fenceline community members and affected Sasol employees to access meaningful work opportunities that can potentially be converted into small businesses through structured development opportunities.

For more information on our BTW programme, scan the QR code below.





What we achieved



Iphepe Farmer Development Programme

The programme focuses on the establishment and growth of successful smallholder farmers, through integrated support systems, from technical learning to access to market.

Our integrated programme launched in 2021. To date, **over 200 beneficiaries** (85 in 2021 and 117 in 2022 and 2023) have benefited from the programme. **Over 90%** of the trainees are youth between **18-35 years** old from Secunda, Sasolburg and Ekandustria. The training focused on farm business management, livestock, vegetable and poultry to enable the trainees to have multiple skills in the farming trade.

The beneficiaries are undergoing mentorship from experienced mentors who will assist them to navigate the challenges faced in the industry. A Farmers' Day was organised for the Secunda farmers to assist them to meet different stakeholders in the farming industry, including those specialising in markets and production inputs suppliers.



Welding Programme

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

- The welding programme consists of coding deliverables, such as structural welding, single-coded welding, and double-coded welding.
- Structural welders will be able to weld a single process in all assumed positions. This first step of becoming a welder teaches the fundamentals of welding symbols and defects, pool reading, and understanding the different processes.
- With the basic understanding of structures under their belts, single-coded welders will have to learn how to master a new and different welding process altogether. A good example of this would be the welding of carbon steel pipes.
- Double-coded welders, who are further down the pipeline of the welding trade, will learn how to weld exotic metals, such as stainless steel.

We have included **20 young people** in this programme, of which **seven are females**. The training entails structural welding, single-coded welding, and double-coded welding. At the end of year 1, the welder will be able to weld in all three coding deliverables and be recognised by a stamp number at Sasol. In **four years**, the beneficiaries will be qualified artisans.



Motor Mechanics

The training will produce certified motor and diesel mechanics who will contribute to the motor industry and be positioned to enter the renewable energy powered vehicle industry.

The training was started this year and a selection and assessment process for the learners was done. The programme will be completed in 2026 where learners will be qualified motor and diesel mechanics.

A total of **32 beneficiaries** were enrolled in the programme, including **31 youth**, of whom **nine are women**.



Business Digital Services Programme (4IR Programme)

This programme focusses on enabling youth in our fenceline communities to develop applied technology skills in order to create scalable start-ups, build sustainable digital SMMEs that are relevant to their community, and secure employment where they can make a valuable contribution.

The 4IR programme is a comprehensive response programme that has been proposed for a period of approximately **15 months**, comprising **60 individuals** who reside in the Mpumalanga and Sasolburg fenceline communities. The implementation approach includes the selection process, technical skills training, building entrepreneurship capability, skills training, and directing candidates into three separate streams: Global Start-Up, SMME (Small, Medium, and Micro Enterprises,) and employment.

The technical training focuses on data science, coding (software development), robotics (artificial intelligence), and drone piloting. The suitability of candidates for each stream will be determined by aptitude assessment results and their performance in the technical and entrepreneurship training.

The key objectives of the programme are:

- To create a minimum of **six viable** 4IR global start-ups that are ready to raise funding.
- Establish a minimum of **ten registered** SMMEs that are ready to trade in the market.
- Place a minimum of **ten individuals** in work opportunities within **six months** of completing the programme.
- An additional **30 beneficiaries** are undergoing training in various technology streams.

60 young people from Sasolburg and Secunda are currently enrolled in the programme.



Handyman Programme

The programme focuses on key trade skills expected from a handyman and prepares the beneficiaries for a professional maintenance service that is client-focused.

The focus is on general, civil, construction, and electrical maintenance and includes a "mentor" pack of activities to be performed in the workplace. The programme will also provide business development support to existing beneficiaries in the township that have started small businesses. The programme is about creating jobs for unemployed youth, unskilled school handymen and those around our fenceline communities interested in learning handyman skills.

We are proud to say that **40 youth** have been enrolled in the programme, of which **22 are women**. The current courses will include health and safety, inspection and use of tools, materials management, general maintenance, civil and construction and electrical maintenance. The programme will end in February 2024.





Access to community health and community service infrastructure



Why we invest

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

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

What we invest in?

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

What we delivered

- Completed significant building and repairs of water and sanitation infrastructures in flood-affected schools in KwaZulu-Natal.
- Partnered with Pink Drive and the Department of Health to conduct wellness screenings and cancer awareness in Katielohong, Bethal, eMbalenhle, Leandra, Zamdela, Refengkgotso (Deneyville) and Ekangala.
- Reached over 15 000 youth with the gender-based violence campaign What About the Boys to empower boys to stand against GBV.
- Completed a study for GBV with Sonke Gender Justice to assist us to intervene effectively in our fenceline communities working through the Thuthuzela Centres to prevent GBV.





Sasol for Good

Why we invest

At Sasol, volunteerism is paramount. As an effective tool to change the world, we encourage volunteering as a way of contributing to the growth of local communities, as well as working towards the achievement of the government’s Sustainable Development Goals.

Through Sasol for Good, we give our employees 40 hours of paid leave per annum in which to volunteer. We also complement their financial contributions to fundraising initiatives of their choice via payroll deductions by matching volunteer contributions.

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

What we invest in

- Employee giving – where employees give time or money to causes who benefit from employee giving, while employees are enriched with a greater understanding of community issues, which makes them advocates on those issues.
- NGO capacity building and philanthropic giving to support community NGOs.
- Philanthropy activities – linked to our fenceline communities where we donate to small fenceline community initiatives to enable them to continue implementing programmes to uplift their communities.
- Community initiatives – various community development initiatives are done, including Mandela Day, CANSA Shavathon, School Shoes Drive, Festive Drive, etc to assist our fenceline communities and also work with our franchisees on programmes closer to their forecourts.



Sports sponsorships

What we invest in

- Sasol Women's League
- Banyana Banyana
- Wheelchair Basketball

Why we invest

Sasol has been the pre-eminent brand behind women's football and marginalised groups for the past 15 years in South Africa. Our partnership with the South African Football Association (SAFA) is fueled by a shared belief in the boundless potential of women's football.

In 2009, we decided to shift our support towards the development of the women's game, with the aim of enhancing the quality of women's football nationwide, starting from grassroots initiatives through the Sasol League, extending all the way up to the national team.

Our goal is to empower young women, enabling them to improve their lives through the transformative power of sports. We have witnessed many of our athletes evolve from the Sasol League, the crucible of women's football development, to competing at international football clubs. This speaks volumes for the impact that Sasol's partnership with SAFA has on women's football in the country.

Our Goal

Our involvement in women's football exemplifies our core purpose in action. We are not merely sponsors; we are active participants in the development and advancement of women's football. Over the past 15 years, we have shared the inspiring journeys of remarkable women, who transitioned from playing in the Sasol League to representing the nation as Banyana Banyana players.



Banyana Banyana did it again

Historic journey at the 2023 FIFA Women's World Cup: Sasol's legacy of empowering women

Banyana Banyana etched their names in history during the 2023 FIFA Women's World Cup. This remarkable assembly of athletes, guided by highly skilled coaching and technical staff, showcased their prowess as a world-class football team. Their achievement resonates deeply with Sasol's enduring commitment to the growth and elevation of women in South Africa.

Banyana Banyana's inaugural participation in the 2019 FIFA Women's World Cup was a monumental achievement. However, the 2023 tournament holds even greater significance, as they compete as the reigning Women's Africa Cup of Nations champions. This accomplishment stands as a testament to the team's incredible journey and Sasol's unwavering support. Banyana Banyana has been drawn in Group G which consists of strong teams such as Argentina, Italy and Sweden, to showcase their strength, skill and steadfast spirit to create a legacy that will inspire generations to come.

During FY23, Banyana Banyana were crowned as the African Champions in Morocco and also played international friendly games against Brazil, Serbia, Australia and Botswana. The team also participated in the 2022 COSAFA Tournament and the 2023 Turkey Women's Cup.



Fifteen years ago, Sasol embarked on a ground breaking journey with the South African Football Association (SAFA) to revolutionise women’s football in the country. Our vision was clear, and it rested on two primary goals:

Raising the Standard of Women’s Football

At the heart of our mission was a commitment to elevate women’s football in South Africa from the grassroots level right up to the national team. We recognised the untapped potential and talent that existed among young girls who aspired to play the beautiful game. Through our enduring partnership with SAFA, we aimed to provide them with the opportunities, resources, and platforms needed to flourish.

Empowering Young Women Through Sport

Beyond the playing field, we aspired to empower young women to transform their lives through sports. We understood that sports had the power not only to develop athletes but also to instill essential life skills, discipline, and confidence. We wanted to create a pathway where dreams could be realised.

While the 2019 FIFA Women’s World Cup marked a significant milestone for Banyana Banyana, the 2023 edition brought added pressure as the team entered the tournament as African Champions.

Banyana Banyana’s journey at the World Cup was nothing short of extraordinary. Their performance during the group stages was exceptional, earning

them a well-deserved spot in the annals of World Cup history. Advancing to the round of 16 reflects the team’s unwavering determination to reshape the narrative of South African women’s football. Their display of character, tenacity, and courage exemplifies how they continue to defy expectations, both on and off the field.

As Sasol, we are honored to be part of the history of women’s football, from being the first corporate entity to believe in the sport to standing steadfastly behind the team when they made history. We take pride in the strides we’ve made in inspiring young girls to dream and realise that they can move from the realm of the necessary to the possible, ultimately achieving the impossible.

In celebrating Banyana Banyana’s remarkable journey, we reaffirm our commitment to women’s empowerment, not only in sports but also in business and society, within our communities and beyond. The 2023 Sasol League season, consisting of approximately 140 teams across the nine provinces of South Africa, commenced over the February/March period. Women’s football fixtures are being played every weekend until September/October each year.



SASOL League

The 2022 Sasol League National Championship was held on 17 – 23 October 2022 at the Old Peter Mokaba stadium in Polokwane, Limpopo.

This tournament continues to be a spectacle of good football and young ladies chasing their dreams of playing in professional leagues, both in South Africa and overseas. The tournament was a success, with spectators being allowed to attend after COVID-19. The incredible growth of the women’s game is not just evident in the quality of football being played, but teams also uphold a highly professional and competitive demeanour throughout the tournament. Limpopo-based Copperbelt Ladies FC was crowned as the 2022 Sasol League National Champions.

The 2023 Sasol League season, consisting of approximately 140 teams across the nine provinces of South Africa, commenced over the February/March period. Women’s football fixtures are being played every weekend until September/October each year.



Wheelchair basketball

Sasol entered into a partnership with Wheelchair Basketball South Africa 16 years ago – a strong and mutually-beneficial relationship that delivers high performance athletes that achieve excellence.

Sasol enables an inclusive culture by supporting people that are differently abled, and also ensuring the individuals represent South Africa at the global stage, where they are exhibiting the indomitable spirit that nothing is impossible.

The South African Men’s U/23 Wheelchair Basketball team represented Africa at the 2022 International wheelchair basketball federation (IWBF) Men’s U/23 World Championship. The Sasol-sponsored AmaWheelaBoys successfully participated in this global tournament in the city of Phuket, Thailand, gaining valuable experience which is a positive gain for the wheelchair basketball value chain in South

Africa. The IWBF U/25 Women’s Wheelchair Basketball World Championship Qualifiers took place between 5 – 8 December 2022 at the Mandeville Sports Centre, Johannesburg. The Sasol U/25 AmaWheele Girls national team hosted the Republic Democratic of Congo and Ethiopia and won the tournament without a single loss. The South African team will represent Africa at 2023 IWBF U25 Women’s Wheelchair Basketball World Championship in Bangkok, Thailand.

The South African Senior Men’s and Women’s Wheelchair Basketball teams qualified to participate in the Inaugural African Para Games which will be held in Accra, Ghana in September 2023. The extensive selection and training camps held during the first half of 2023 will be put to the test for the South African teams at this tournament, given that the mandate of the coaching staff was to revamp the high-performance teams to bring them in line with the required standards of International Wheelchair Basketball.





Economic transformation and local content

Our commitment

At Sasol, we acknowledge the socio-economic need to proactively develop, support and contribute to the sustainability of small, medium and micro enterprises (SMMEs) as well as firms owned by historically disadvantaged persons (HDPs), particularly in the areas where we operate. We leverage our supply chain to advance this transformation imperative, thereby ensuring the integration of SMMEs and HDP-owned firms into the mainstream of our business.

Performance

Our objective is to foster local economic growth, innovation and sustainable job creation in our communities. We aim to achieve this by creating an enabling environment through strategic initiatives and target setting.

Business development support impact



R38,8 million

Small to Medium Enterprises (SME) development spend



9 SMEs

demonstrated revenue growth

- 4 **Supplier connect events**
- 5 **market access event** opportunities for SMEs such as exhibitions
- 201 **jobs created from interventions**
- 38 **SME** training interventions
- 191 **small businesses** under development

Funding impact



Grant funding of **R924 000**

11 beneficiaries supported



Improvement on loan funding performance FY23:

Approved funding of **R98,5 million**

up from R18 million in FY22

13 New entrants funded



Interest **rate saving**

due to Siyakha's lower interest rates **R23,7 million**



Siyakha loan book **R641 million**

47 beneficiaries funded



Revenue **growth** as a result of funding interventions **18%**



FY23 Temporary and permanent **jobs created** from Siyakha funding interventions.

■ **859 jobs** created

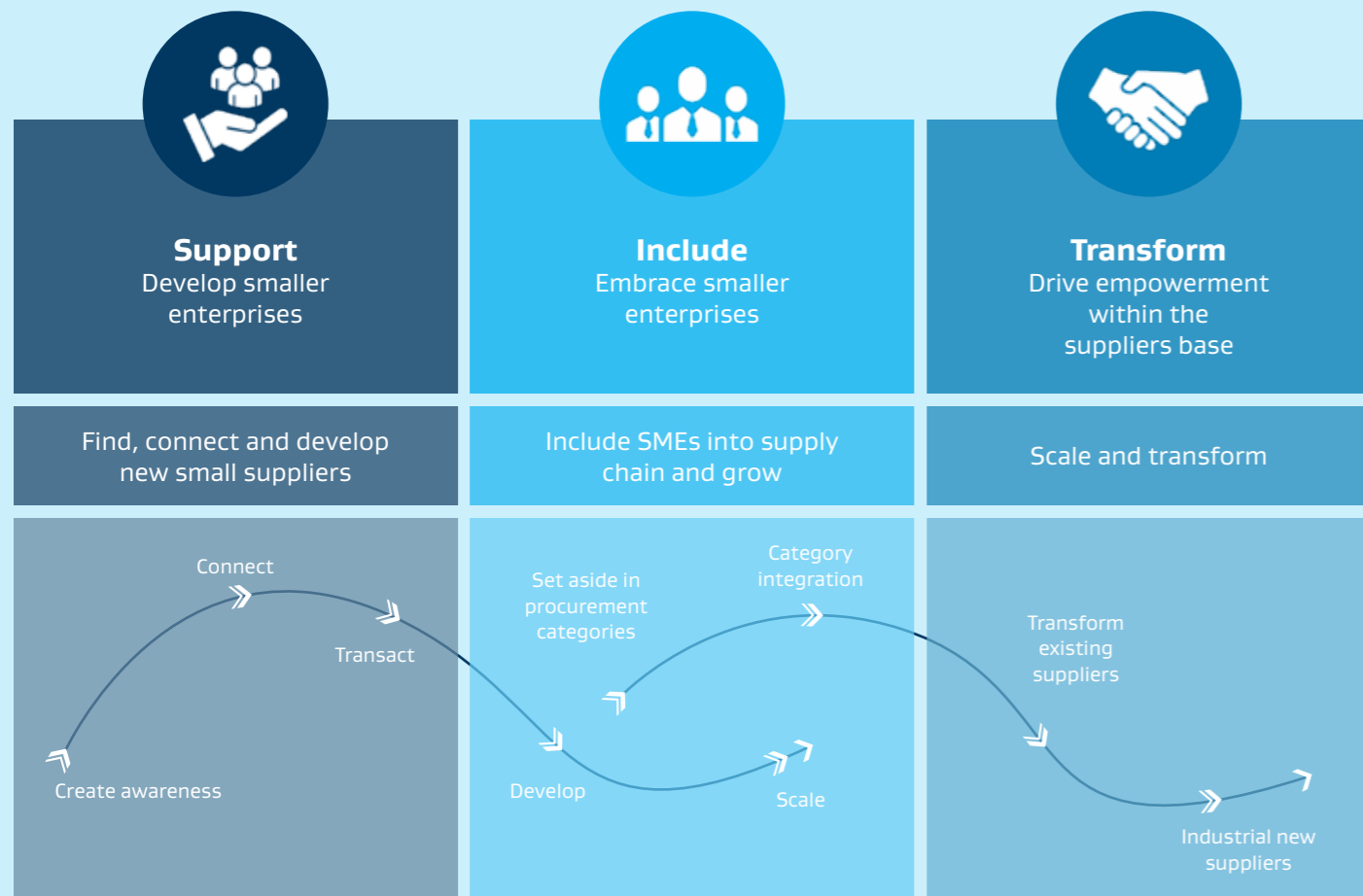
■ **2050 jobs** sustained

Our group approach

We strive to deliver maximum shared value for our organisation and our stakeholders that is built on robust, mutually beneficial relationships. This is achieved by supporting smaller businesses, through funding and development interventions, enabling their meaningful participation within our supply chain. Further, we drive localisation and economic transformation of large enterprises in our supplier base to create more opportunities for the integration of small businesses in our fenceline communities.

We recognise the socio-economic challenges faced by many, especially by women and the youth, levels of unemployment in our fenceline communities and that entrepreneurship helps to alleviate poverty.

Our integrated development approach is Centred around an inclusive economic transformation imperative



Fostering economic growth and inclusion

The current economic environment characterised by high interest rates and inflation, loadshedding and a market that is still recovering from COVID-19, presents SMEs with numerous challenges, hampering their ability to generate profits. Many small businesses struggle to secure adequate financing once they have received purchase orders as they do not have the necessary financial records. Sasol introduced various interventions in 2023 to support SMEs. These were aimed at addressing business failures and high levels of unemployment.

Economic Inclusion Programmes

- Fenceline Community Project**
Set aside opportunities are identified for SMEs and development programmes. In collaboration with various development partners, 38 SMEs have been onboarded. Thus far, over R1 million has been invested in the Fenceline Community Project and this will continue into FY24.
- Transporter Development Programme**
Launched to assist SMEs in the transport industry with challenges such as regulatory compliance issues, security concerns, limited access to infrastructure, unstable fuel prices, health and safety risks, this programme will run for a period up to 18 months informed by the practical application of each entity and mentorship will continue for a period of up to three years. The first cohort of seven transporters have been onboarded of which three are women-owned and three youth-owned. R1,8 million has been invested in FY23 and will continue into the new year and beyond.
- 3D Printing**
Four youth-owned and an additional two 100% black-owned businesses have been taken through a basic skills development programme focused on 3D printing, hosted at our Sasolburg Incubation Centre. The training programme covered creative problem solving, critical thinking, project management, design and printing to create 3D models. During the current financial year, R288 000 has been invested in the 3D Printing phase one programme.
- Sasol SME Sustainability Summit**
The Sasol SME Sustainability Summit is a three-part series of masterclasses through which we aim to demystify foundation topics within sustainability, renewable energy and the just energy transition and to explore them in collaboration with key role players in the ecosystem with the intent to identify meaningful opportunities for SME participation in the emerging energy economy. We realigned our enterprise and supplier development agenda around the principles of ESG and Sustainable Development Goals which will take place in three parts, each focusing on E, S and the G.
- Ekandustria Business Centre**
In order to improve access to business enablement facilities for SMEs, we are currently supporting a cohort of three internet cafe SMEs located in Ekandustria. Our goal is to enhance the quality of their business offerings by addressing the current lack of well-functioning internet cafes in the area. To support these entrepreneurs, R2 million has been invested in self-powered Mobile Business Centres, powered by batteries and solar energy, ensuring uninterrupted operation enabling sustainable operations.



“ It has always been our hope that through our interventions and other business initiatives that we are doing, that we’ll be able to assist **business leaders, entrepreneurs**, to create resilient businesses that will contribute meaningfully to the communities in which we all operate.

– Lebelo Lukhele





Financial Support and Inclusion Programmes

1 Funding Diversification Project

In FY23, the range of funding options was broadened providing market-friendly solutions for SMEs, which includes interest-free loans and blended commercial deals. This enhances the capabilities of SMEs to fulfil their contractual obligations effectively and alleviate the burden of early-stage loan repayments, thus fostering growth opportunities.

2 Post-Investment Support

This is a dedicated post-investment support programme that proactively identifies challenges to trigger relevant financial support timeously. This year, 16 beneficiaries benefited from our one-on-one mentorship programme, and a further seven individuals received support from an advisory board. The support programme covers strategy review and implementation, leadership development and detailed financial support.

3 Financial Excellence

We have contracted the South African Institute of Chartered Accountants (SAICA), as a development partner, to launch the Enterprise Development programme, which advocates for and brings awareness to the importance of financial excellence in running, managing and growing a sustainable business. The onboarding process has been initiated and will run for a period of 12 months. The programme aims to reach a minimum of 90 beneficiaries.

4 Turnaround Specialist

A business turnaround strategist has been contracted to assist small businesses to navigate the current complex economic landscape. This will assist SMEs grappling with financial distress, operational challenges and uncertain futures. A total of R900 000 has been invested to support SMEs.

5 Pitching Event

The founders in the Women-In-Engineering programme presented their elevator pitches to a panel of judges comprising Sasol engineering contractor (EC) partners and Sasol's procurement team. The top three pitchers won cash prizes to the value of R255 000, accessing finance to grow their businesses. The pitch event also allowed the founders to be visible to audience members, which in turn, created more networking opportunities.

Gender-Specific Programmes

Recognising the importance of achieving gender equality and fostering inclusive progress, women's economic empowerment emerges as an indispensable catalyst for transformative change.

1 Women-Focused Development

During FY23:

- The first cohort of the Women-in-Engineering incubation programme was completed during the incubation phase of the programme.
- 12 of the 15 founders of the programme (whose scope of work is linked to mining) participated in the 'Investing in African Mining Indaba' in an effort to develop opportunities to access the market.
- We invested R726 000 in support of SME participation in the Mining Indaba.
- We spent more than R4 million in support of the development of the 15 founders.
- We launched the Women in Mining Incubation programme, aimed at prioritising women's economic empowerment through training, mentorship, facilitating access to financial resources and generating opportunities in the mining sector.

Responsible Consumption and Production

1 Plastic and Ash to Bricks

This is a dedicated support project aimed at empowering Ramtsilo, a 100% black female-owned company that utilises plastic waste and ash as raw materials to create eco-friendly bricks.

2 PPE Upcycling

We provided assistance to four SMEs in establishing mini factories, procuring new industrial sewing machines, and offering training to enhance their production capabilities. Additionally, we sponsored their participation in a textile dyeing course to equip them with the expertise and hands-on skills needed to independently dye materials. By utilising Sasol's used personal protective equipment (PPE), these township suppliers will unlock more market prospects. During 2023, we invested R400 000 to support the beneficiaries of the PPE upcycling project.



Ramtsilo Trading

Ramtsilo Trading, a manufacturing facility that specialises in eco-friendly bricks made from recycled plastic waste and sand, is undergoing an expansion to increase production volumes and expand its client base.

As a 100% black female-owned company, Ramtsilo Trading is committed to promoting diversity and sustainability in its operations. We have since spent R1,3 million in development support interventions.

To facilitate this expansion, new production facilities have been identified and additional brick manufacturing equipment has been acquired. In order to optimise Ramtsilo’s operational efficiency,

Sasol has bought a three-ton forklift and sponsored Wood SA, an engineering and project management consultancy, to provide support and expertise to the Germiston manufacturing plant. As part of this process, SHE (Safety, Health and Environment) and technical assessments have been completed. Further studies, including geotechnical studies, are being recommended.

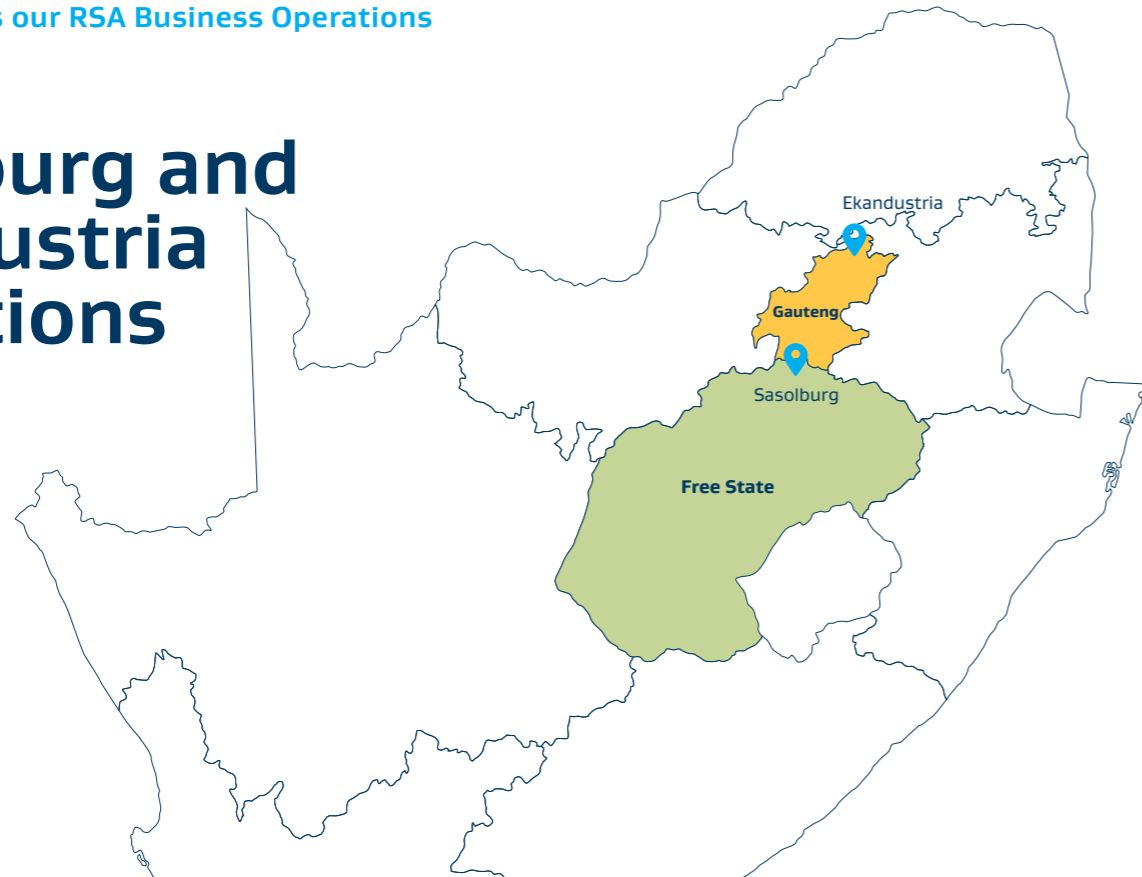
As part of our impact on Sustainable Development Goals, we joined forces with Ramtsilo to work on the Hennops Revival project. Together, we worked towards cleaning up the Hennops River and making a tangible difference in the community, while collecting waste for the SME to manufacture more eco-friendly plastic bricks.





DELIVERING ACROSS OUR RSA BUSINESS OPERATIONS

Sasolburg and Ekandustria operations



In the grasslands just south of the Vaal River, Sasolburg, the birthplace of Sasol emerged 73 years ago with the inception of Sasol.

The Metsimaholo Local Municipality has a population of about 163 000 people and includes areas such as Deneysville, Metsimaholo, Oranjeville, Refengkgotso, Sasolburg, Vaalpark and Zamdela.

Ekandustria is in Region 7 of the City of Tshwane, the area has a population of about 110 000 people which includes areas such as Dark City, Ekangala, Rethabiseng, Zithobeni and Bronkhorstspruit.

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

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

	STEM Education Excellence	Bridge to Work Skills and Employability Programmes	Community Health and Community Service Infrastructure	Community Environment and Biodiversity Programmes	Sasol for Good
Sasolburg and Ekandustria	R2 million	R0 million	R29,2 million	R1 million	R0,7 million
Total FY22 Spend	R32,7 million				

STEM education excellence

Sasol Foundation implements all the education programmes which support our Sasolburg and Ekandustria operations. Support is given to the Boitjorisong Resource Centre in Sasolburg and Osizweni Science Center in Ekandustria.

Our STEM in schools programme supports 22 Primary Schools and 13 High Schools in Sasolburg and 15 Primary and ten High Schools in Ekandustria respectively. Bursaries for qualifying learners in STEAMI careers are also awarded as well as technical education through high schools or TVET colleges.

A ceremony was also hosted to recognise matriculants who did well in their matric results with 20 top performing learners in Fezile Dabi and Gauteng North (region seven) receiving prizes and additional bursaries for their post-matric studies.

These awards are also aimed at encouraging excellent academic performance from learners in our fenceline communities, with emphasis on mathematics, science and arts subjects.

The awards were as follows:

- Full bursaries were awarded to three Fezile Dabi and two Gauteng North top performing learners to study at a higher education institution of their choice.

- Laptops to 15 top performing learners in Sasolburg and Ekandustria schools.
- Certificates of achievement and goodie bags to 20 top learners from each district.

Scientific Calculators Donated to Sasolburg and Ekandustria High Schools

Sasol donated 1 173 calculators to 22 high schools in Sasolburg and Ekandustria communities to support schools with the provision of resources mainly to learners from historically disadvantaged communities.

Etienne Rousseau Theatre English Network Productions

Over 2 500 learners benefit annually from the Etienne Rousseau Theatre which presents productions that form part of the educational curriculum for high schools within our fenceline communities. Viewing the productions gives the learners and teachers new and broader perspectives and insights into literature understanding. Learners from Metsimaholo schools attend the pre-recorded productions of prescribed English set books.



Bridge to work skills and employability programme

Iphephe Agricultural Project

Thirty-nine candidates from Sasolburg and Ekandustria communities completed their training on livestock, basic vegetable production, poultry production and farm business management at Buhle Farmers Academy. The beneficiaries have already started their businesses and are being mentored to ensure that they implement what they learnt.

Ekandustria Youth Development Programme

Ten local youth were trained on a NQF Level 4 Production Learnership at Ekandustria Operations. The training provided the unemployed youth an opportunity to gain work experience and earn an income while studying towards a qualification.

Boitjhorisong Welding Training Centre

The sixth cohort of students were enrolled in the welding training Centre with 62 structural and 20 TIG graduates. Over 20 students have been placed in various companies. The welding training Centre is a proud partnership between Sasol, Aurex and Afrox.



Community service infrastructure

Local Service Infrastructure

All social impact infrastructure projects were contracted to local black-owned construction companies, five of which are 100% black women-owned.

R59 On-Ramp Repairs

In order to promote the safety of our communities around our fenceline operation, Sasol refurbished a portion of the R59 road to minimise accidents due to a large pothole on the on-ramp. In addition, an investigation found that the repeated failure of this section of the road to be repaired was as a result of ground water coming to the surface. Excavation of the area and the construction of designed subgrade layers to contain and channel the water away was executed successfully.

Zamdela – Bell Road

Completed the repair of Bell Road in Zamdela, which is the main access road into the township from the northern side. The road was in a state of major disrepair which posed a safety risk for community members and children who use the road on a daily basis. The repair entailed pothole repair, fog spraying and resurfacing of the remaining road. This repair was positively received by the community and schools around the area.

Renewable Energy for Metsimaholo Clinics

Due to load-shedding in the area, patients and practitioners were being negatively impacted during consultations. Sasol supported the Department of Health and the community by installing solar solutions to provide energy sustainability to six clinics in the Metsimaholo area. All reticulations were installed and the external security systems and solar panel installations are completed.

Upgrade of Zamdela and Sasolburg Taxi Ranks

In our quest to preserve the dignity and safety of our community members who commute with public transport daily, Sasol refurbished the Zamdela and Sasolburg taxi ranks, which were in a poor condition and unsafe for our fenceline communities. Both taxi ranks are completed and fully operational.

Ekangala Secondary School Covered Assembly Point

The learners at Ekangala Secondary School did not have a covered assembly point, which created a challenge when the school wanted to make important announcement during rainy and sunny days. We supported them by building a structure to cover learners in case of rain or sunny conditions.

Zamdela Earth Dams

Sasol received a community request to safeguard redundant earth dams in Zamdela. The successful construction of the v-drain ensures that water gets routed away. This project has been completed.





Sasol promotes road safety in our communities by refurbishing unsafe roads

Sasolburg Operations

The high-volume roads in Metsimaholo are currently in a poor condition with storm water damage and potholes that pose a high risk to Sasol employees, service providers and the public.

The conditions of the roads have deteriorated to such an extent that new potholes develop daily. The provincial access roads that have large potholes pose huge risks to road users, such as high-speed accidents, fatalities and major vehicle damage.

Sasol identified a need for urgent intervention to secure the safety of the broader community which includes Sasol employees. There is also a need to maintain these access roads as they form an integral part of transportation of products for Sasolburg Operations.

This intervention will be a symbol of how Sasol cares about the safety of road users to the broader Metsimaholo community.

Ekandustria Operations

There was a need to address the safety of road users in the four areas that form part of the Ekandustria Operations fenceline community. Road markings, signage and road furniture are improved to meet minimum standard compliance for road safety. Safety is a top priority for Sasol and this project demonstrates Sasol's commitment to the communities in which Sasol operates in.

Community healthcare programmes

Development of Careswell Children's Project

The Careswell Children's Project is a Centre that supports orphaned and vulnerable children in Zamdela. It provides a safe environment for learners and is also a feeding scheme for those in need of food. Sasol assisted with refurbishments of the Centre and all infrastructure work has been completed and handed over.

Therapy Centre for People Living with Disabilities

People living with disabilities encounter many difficulties in a functioning, mainstream society. A physical, emotional and mental therapeutic centre was established at Epilepsy, in Parys. The centre services is enhanced by mobile services to the greater Metsimaholo community.

Sport sponsorships

Sasol supported 14 community sport codes as well as ten sports codes identified in Fezile Dabi schools. Support included reactivation of sports participation, promoting physical activities, healthy living and community mobilisation.

TVET Sports Ground Functionality

Sasol supports sport club activities in Metsimaholo and utilises sports ground at Flavious Mareka for soccer, netball and ringball sports codes. The sports ground were not in good condition and posed a serious safety risk. Sasol assisted in the safe making of the sport field and restored the fields to its full functionality, while ensuring that all sport clubs have a conducive sports ground to practice on. The interventions included replacing faulty globes, drawing of field lines, painting and securing poles and bush cutting of sports fields.



Environment stewardship projects

Cleaning Campaign

Sasol embarks on a cleaning campaign every year. The campaign mobilises various stakeholders including community members, schools, Sasol employees and local government in Sasolburg to embark on a massive cleaning campaign. Local cooperatives participate on “waste to value” initiatives by contributing to socio-economic developments. Targeted areas include parks, neighbourhoods, vacant spots, schools, rivers, streams and taxi ranks.

Offset Support

Social impact currently supports 40 waste chaperones who are managing 151 skips placed in Zamdela. Education and awareness programmes in schools are also supported by this initiative. This project is ongoing.

Water Saving Project

About 10 000 households and 28 schools are involved in a project that raises water awareness and promote water saving behaviours amongst schools and households in Metsimaholo communities. Various activities were activated to engage communities to be water wise and environmentally aware by taking responsible actions to save water.

Metsimaholo NPO Food Security Support

The project provides support to five Metsimaholo NPOs to enhance their initiatives in food security and production. The project benefits local ECDs, orphaned children and needy people who are struggling to provide for their immediate families. The project has 34 direct beneficiaries.

The community food gardens project integrates with the waste management project to ensure sustainability of the rehabilitated waste sites. These food gardens were established on three aforementioned rehabilitated dumping sites as well as a site donated to a Zamdela senior citizen organisation. The envisaged impact of this project is sustainability of livelihoods, food security and creating a “self-help” society.

Sasolburg and Zamdela Cleaning Campaign

The cleaning campaign mobilizes various stakeholders including Sasol employees, and local government to embark on a massive cleaning campaign and develop solutions that will guarantee sustainability of the campaign. The project impacts Metsimaholo multiple wards and inner town.



Sasol for Good

Our Employee Volunteering Programme

Sasol Sasolburg and Ekandustria implemented various Sasol for Good initiatives to support needy and vulnerable communities. The initiatives included Mandela Day, CANSA Shavathon, Winter Warm, Festive Drive, Stationery Drive and World AIDS Day. Three hundred and three Sasol employees volunteered which benefited over 3 000 people.

Stationery Drive 2023

Sasol branded school bags filled with stationery items were donated by SEO to assist learners who come from disadvantaged backgrounds. Stationery packs included books, mathematic sets, calculators, pens, pencils, crayons, scissors, sharpeners, rulers, glue sticks and highlighters. One hundred forty-four learners from Ekandustria and 200 learners from Sasolburg benefited from this project.

Winter Warm 2023

As part of its Sasol for Good winter warmer initiative, Sasol donated 350 blankets, winter scarves and beanies to senior citizens and those living with disabilities.

Metsimaholo NPO Food Security Support

The NPO project provides support to five Metsimaholo NPOs to enhance the initiative in food security and production. The project benefits local ECDs, orphaned children and needy people who are struggling to provide for their immediate families. The project has 34 direct beneficiaries.

Ekandustria NPO Project Support

Sasol has built strong relationships with local NPOs to support the destitute. NPOs continue to render critical socio-economic and socio-psycho services to the local communities. Sasol supported four NPOs from each ward in Ekandustria Region 7 to enhance their operations to the amount of R10 000 each. The NPOs were identified from Ekandustria Wards 102, 103, 104 and 105 respectively and funds are utilised towards existing projects and operations.

Pink Drive

As part of our cancer awareness month initiatives, Sasol partnered with Pink Drive and the Department of Health to deliver cancer services on 28 and 29 November 2022. Services included 25 mammograms, 60 pap smears, 50 PSA screenings and clinical breast examinations to Metsimaholo communities. SANAC also assisted with HIV/Aids and tuberculosis testing, social mobilisation and men's health. The Fezile Dabi Health District provided COVID-19 vaccinations as well as diabetes and high blood pressure testing and mother and childcare services.



Vision 20/20 eye testing project in our fenceline communities

Restoring Dignity to our Communities

Many people would consider losing their eyesight one of the worst losses they could endure. While most of us will not suffer from complete blindness, millions currently live with some form of visual impairment.

This may result in depression, withdrawal and inactivity. According to the National Eye Institute (NEI), older adults represent most of the visually impaired population. While vision loss later in life is common, it can be particularly difficult for seniors to accept and adapt to as other senses like hearing, smell and taste also tend to weaken with age. Seniors often worry that sight impairments will affect their ability to live independently. Although eye diseases like macular degeneration, cataracts, glaucoma and diabetic retinopathy can have a significant impact on a senior's functional abilities and quality of life, some just require reading glasses to restore their ability to function optimally.

To that end, Sasol partnered with St. John and the Department of Health Free State to provide eye testing and spectacles to senior citizens and people living with disabilities in Deneysville and Oranjeville communities. 510 patients were tested. 404 were prescribed with single vision and bifocal spectacles and 20 referred for medical procedures.

St John Ambulance has allocated a full-time optometrist to the programme and provides all optometry equipment. Sasol has funded and donated a mobile eye clinic to the Department of Health to help in reaching communities as part of its primary health care strategy.

The first phase of the project targeted Sasolburg and Zamdela areas where 676 people were tested. Of these patients, 198 were provided with single vision spectacles, 243 with bifocal spectacles and 113 patients referred to the Department of Health for eye procedures. 81% of the people tested needed either spectacles or referral for eye operations.

The second phase targeted Deneysville and Oranjeville communities where 510 patients were tested. Four hundred and four were prescribed with single vision and bifocal spectacles and 20 referred for medical procedures.

The impact is the improved quality of life and restoring dignity to the senior citizen and people living with disabilities.

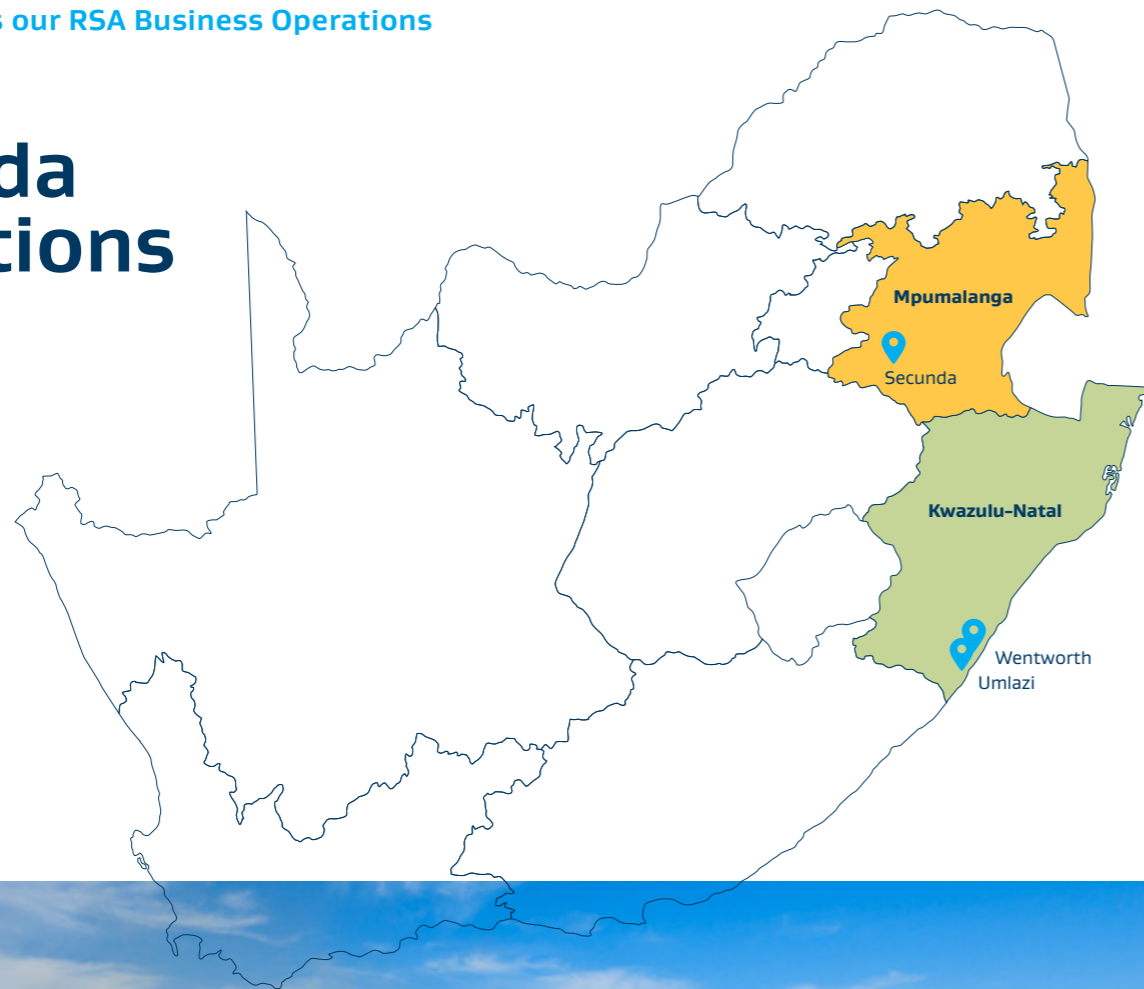
Because We Care!



Feature Story



Secunda Operations



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

Govan Mbeki Local Municipality (GMM) is a South African Local Municipality situated in the Gert Sibande District Municipality of Mpumalanga, with Secunda as the seat of the municipality.

According to the census of 2011, the area has a population of about 294 538 and the predominant languages spoken are Zulu, Afrikaans, Southern Ndebele and Sotho.

Sasol's Secunda Regional Operations in Mpumalanga remains one of the company's flagship operations. We collaborate with government, business and social partners on a range of initiatives that enable municipal infrastructure delivery and maintenance, education and healthcare, as well as developing local entrepreneurs.

The Integrated Development Plan (IDP) is a joint initiative with local government that brings together key stakeholders to engage and prioritise areas of need.

	STEM Education Excellence	Bridge to Work Skills and Employability Programmes	Community Health and Community Service Infrastructure	Environment and Biodiversity	Sasol for Good
Secunda	R0,9 thousand	R4,1 million	R19,7 million	R8,7 million	R1,7 million
Total FY22 Spend	R35,1 million				

STEM education excellence

a STEM in Schools

Matric Awards for 2022

Sasol in collaboration with the Departments of Education in Mpumalanga and KwaZulu-Natal recognised more than 200 best performing grade 12 learners in various subjects, as well as best performing teachers and schools from the Gert Sibande, Nkangala and Ehlanzeni districts. Twelve fenceline community bursaries were offered to deserving students in these two provinces.

Bring a Learner to Work Programme

As part of the programme, learners get exposed to the working environment with 360 learners from various schools hosted within the fenceline communities of Mpumalanga (Dipaleseng, Govan Mbeki and Lekwa municipalities). This initiative gives learners exposure to Sasol operations, mining and careers.

Mobile Science Laboratory

A fully equipped mobile science laboratory was handed over to the University of Mpumalanga and KwaZulu-Natal Department of Education.

The Mpumalanga mobile lab will benefit learners in Ehlanzeni and Bohlabela districts and the KwaZulu-Natal lab will assist learners around the Umkhanyakude district.

Handover of robotics laboratory

A fully equipped robotics laboratory was donated to the University of Zululand Science Centre in order to support learners who need to carry out experiments as part of their studies.

b Tertiary Education

Awareness campaigns are done in the community to encourage our learners to apply for Sasol and Sasol Foundation bursaries to further their post-matric studies.



Bridge to work skills and employability programme

Traffic Point Duty Marshalls

Sasol continued to contribute to improving the safety of our fenceline communities by recruiting 37 marshals to manage traffic during peak-hour periods in eMbalenhle, Trichardt and Secunda in the Govan Mbeki Municipality. This projects continues to enhance skills and create job opportunities for our youth.

Iphepe Farmer Development Programme

- Sasol conducted its annual Iphepe Farmers Day to empower emerging farmers with information relevant to their industry. The day was hosted in collaboration with Corporate Centre, Buhle Farmers Academy, African Farmers' Association of South Africa (AFASA) and Mpumalanga Department: Agriculture, Rural Development, Land and Environmental Affairs (DARDLEA).
- Around 200 farmers from the seven municipalities within Gert Sibande attended the session. One hundred emerging farmers completed their training in vegetable production and farm business management and 30 youth from Gert Sibande successfully completed the poultry production module as part of the development programme.
- 100 emerging farmers completed their training in vegetable production and farm business management.
- 30 youth from Gert Sibande, successfully completed the poultry production module as part of Iphepe Farmers Development Programme.

Business Development Programme

In order to increase access to market and opportunities in our entrepreneurship programmes, we successfully hosted a pop-up market on 26 – 28 May 2023 for various sectors as part of our small business development skills programme. The programme was hosted in partnership with the Small Enterprise Development Agency (SEDA), the National Youth Development Agency (NYDA) and Newcastle Mall located in the Majuba District. Twenty SMMEs and cooperatives from various sectors ranging from manufacturing, beauty, food and services showcased products and services at this event.

Business Digital Services Programme

As part of our digital services programme, 30 youth are currently attending training for coding, robotics and drone piloting. We believe that these skills will enable them to open their own businesses or find employment in related sectors.

Garment Making Project

Nineteen youth successfully completed the garment making course and received starter kits to enable them to start creating products, inputs in making PPE and to start trading.



Access to community health and community service infrastructure

Water Tanks in Schools

Lack of drinking water is a problem in some rural schools around our operations. To mitigate the lack of access to water, we supported ten schools by implementing water tanks to ensure learners have safe drinking water and a clean and safe hygienic environment.

Baseline Maintenance in Govan Mbeki

To contribute to the safety of our fenceline communities in the Govan Mbeki Municipality, we provide annual baseline maintenance including road repairs, closing of potholes and cutting of grass in various towns in the municipality. This project has created business opportunities for four local small businesses.

Water Leak Repairs

Sasol is also working with Govan Mbeki Municipality to repair the leaks on the distribution networks to Bethal town. This 40km pipeline that traverses farms, has been noted to have 17 leaks of which four are within the Bethal distribution networks that affect the water pressure and limits access to water. Work has been completed on two of the leaking areas and there are already improvements as the challenges of filling up the Bethal Rand Water Reservoir are now eradicated, therefore providing more efficient and sustainable water supply to the community.

Infrastructure Improvement at Cromati Combined School in Komatipoort

Infrastructure improvements were done at the Cromati Combined school to ensure the safety of learners and to enable them to have adequate recreational facilities. Improvements included construction of parameter fencing, provision of jungle gyms as well as maintaining classroom blocks for school.

Upgrade of Electrical Ring

The Embalenhle community experienced problems with unstable electricity due to problems with one of the sub-stations. To mitigate further risk of no access to electricity within Govan Mbeki Municipality, we upgraded the electrical ring sun number one to reduce these challenges.

Improvement of Health and Safety for Govan Mbeki Municipality (GMM) Communities

The increase in crime in the Govan Mbeki Municipality necessitated additional security measure to be put in place. Sasol supported the municipality by donating communication equipment, breathing apparatus and traffic cameras to assist in maintaining law and order.



Delivering Across our RSA Business Operations

Renovation of Komatipoort Clinic

Sasol in partnership with The Republic of Mozambique Pipeline Investments Company (ROMPCO), have completed the renovation of the infrastructure at the Komatipoort Clinic. This is the only clinic which is utilised by the community and the renovations will bring dignity to the residents and increase access to healthcare.

Removal of Asbestos at Wentworth Secondary School

In order to improve the health of the learners from Wentworth Secondary School, it was important for Sasol to remove the asbestos at the school and replace it. This aligns with the Department of Health’s standards to eradicate asbestos structures due to health reasons.



Community environment stewardship projects

Environment Education

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

The **Enviro-Waste Programme** creates awareness and assist the community to deal with household waste and gives them information on how to separate waste for recycling purposes. In Govan Mbeki Municipality (eMbalenhle, Secunda and Lebohang), we embarked on street clean-up, waste collections and recycling activities to empower our youth and get them involved in cleaning and awareness campaigns in our community. During this period:

- 12 500 households were reached through education and awareness
- 200 indigenous trees were planted
- 18 598,48 total tons of recyclable waste was collected
- The number of swop shop beneficiaries increased from 3 075 from xxx
- 2 850 learners from local schools were also reached through awareness.




Feature Story

Envirowaste management programme

The Envirowaste project in Secunda is a successful waste management initiative led by Sasol. It encompasses several key elements such as street clean-ups, communal waste collections, sorting at source, land rehabilitation, sustainable agriculture and entrepreneurial development through the economic value of waste.

The programme is aimed at ridding the fenceline of illegal dumps in a sustainable all-inclusive communal approach to grow the green township economy.

The unique communal inclusive approach of the envirowaste programme has led to a thriving community-owned initiative that has been adopted by all. The major driving force of the initiative has been 40 youth and four local cooperatives from eMbalenhle/Lebogang. The programme has a strong stakeholder relationship with the Govan Mbeki local municipality and civil forums.

An expansion of the project into the KwaZulu-Natal pipeline region saw to the building and launching of two massive Materials Recovery Facilities (MRF) in Amanzimtoti, in the South Coast of Durban. These two new sites alone have created an additional 40 direct jobs and 200 indirect jobs. The sites were commissioned by the Minister of Environment, Forestry and Fisheries, Hon Barbara

Creecy in September 2022 during the International Coastal Cleanup that diverted 200 tons of plastic waste.

The integrated approach as well as the services of experienced environmental consultants ensure that all elements affecting the environment are taken into consideration when providing solutions. The initiative has been successful in rehabilitating 30 of the previously identified dumping hotspots into food gardens, and another 35 communal gardens were established in individual homes. The community has been educated and made aware of the importance of environmental protection. This year, more than 8 000 households, 20 schools, and seven orphanages have benefited from the food garden programme, and over three kilotons of waste have been diverted from leaking into the environment.

The initiative has also created up to 50 direct jobs and 150 employment opportunities for the community at eMbalenhle and Lebohang. Three local waste management start-ups have been adopted by the programme and are being mentored to become sustainable contributors to environmental protection efforts in the community. This programme has received positive recognition from local and national government, and future collaborations are envisioned. The programme is a much needed part of the efforts to ensure long-term behavioural change in communities and to reduce the overall carbon footprint of the region.

Sasol for Good

Child Protection Week Programme

During National Child Protection week, Sasol partnered with Secunda Mall to raise awareness about the rights of children as articulated in the Children’s Act No. 38 of 2005). The even took place from 29 May - 5 June 2023 and 200 children from Okwam’ Nokwakho Drop-In Centre in Govan Mbeki Municipality attended the event. Food and toy donations were handed over to the organisation.

Hygiene Packs Donations

Girls from Tshepheha and Isifosethu schools in Dipaleseng Municipal area, received a one year supply of hygiene packs to support them. This was to mitigate some of the absenteeism from girls as a result of lack of hygiene packs when required.

Orphaned and Vulnerable Children Care and Support Programme

This support programme focuses on offering relevant assistance to families or community members who have taken in orphaned children and empowering them to cope with the challenges they are facing. Free primary healthcare is offered to the community as part of this programme.

These were the outcomes of the programme this year:

- Food parcels were provided to 1 110 households, benefitting 1 583 individuals.
- Assisted 445 families to establish vegetable gardens and in return feeding 3 010 individuals.
- Assisted 35 ECD Centres to establish vegetable gardens feeding 2 250 children.
- Assisted 11 schools to establish large vegetable gardens feeding 8 916 children.
- Assisted 12 individuals to obtain ID documents
- 20 Parental support sessions attended by 269 caregivers/parents.
- Provided 320 individuals with access to primary healthcare and medicine required for their care
- 13 475 home visits.

Community Awareness on HIV/Aids

Over 1,6 million people have been reached in Durban, South Basin area in KwaZulu-Natal through our HIV/ Aids awareness programme. The initiative continues to alert communities of the importance of protecting themselves against the virus and encourages those who have to take antiretroviral drugs.



Feature Story

Disaster Relief Sukaligwa Nkomazi Municipalities

On the 26th of December 2022, heavy hailstorms hit Mooifontein and Witkrans farms in Msukaligwa Local Municipality. The tornado blew away house roofs and some of the walls collapsed. Twenty-one families had their houses flooded and in the process lost their belongings.

In February 2023, Nkomazi Local Municipality comprising of 33 wards was deeply affected by severe floods. Fifty-five villages and four towns, mostly rural in nature were impacted.

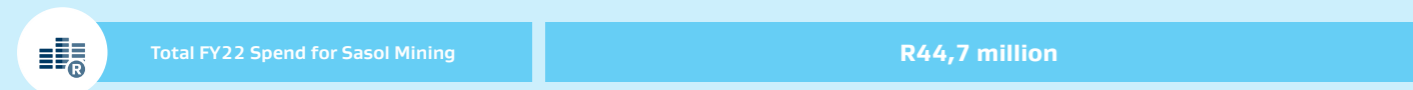
Sasol as a caring and responsible corporate, reached out to these pipeline communities and assisted the affected families with blankets, food parcels, toiletries and bottled water.

Sasol Mining

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

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

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



Bridge to work skills and employability programmes

Mining Youth Development Programme
Sasol Mining has trained over 500 youth as operators in the areas around our mining operations. The aim of the project is to give the youth employability opportunities by training them as operators for 12 months, after which they can be employed by any mine that requires an operator. During the training they receive a stipend to cover travel and basic costs. This is in addition to the SLP projects done by Sasol Mining.



Access to community health and community service infrastructure

Charl Cilliers Water Pipeline
The aim of this water project is to provide a pipeline that will enable the municipality to increase the water capacity in the area. Sasol has installed eight boreholes and windmills in three wards to address the shortage of quality water as part of the Lekwa Rural Water Provisions project based in Govan Mbeki Municipality and Greylingstad.

Sasol Energy South Africa

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

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

Our Energy Business has an extensive retail footprint through our Sasol service stations. Social Investments are guided by the Sasol Friendly Neighbour philosophy which ensures co-creation of impactful and relevant value-adding interventions in communities near our service stations.



	STEM Education Excellence	Bridge to Work Skills and Employability Programmes	Sasol for Good
Sasol Oil	R4,93 million	R13,9 million	R2,96 million
Total FY23 Spend	R21,8 million		

STEM education excellence

a Early Childhood Development and Education

- Sasol extended nutritional provision to ECD Centres that were devastated by Cyclone ISSA which impacted the KwaZulu-Natal province early in 2022. Twenty-seven ECD Centres were provided with two meals a day to 1 323 children.
- In Diepsloot and Pretoria West (Itireleng), Sasol in partnership with the Early Care Foundation, provided 59 ECD practitioners in 21 ECD Centres with development skills training and mentorship. Learner resources were also provided to 1 101 children. In addition, three ECD Centres were supported with infrastructure maintenance and outside play equipment. The infrastructure maintenance included painting of the Centres, classroom repairs, water supply in the kitchen and refurbishments and installation of toilets.
- In Tzaneen, Limpopo through a partnership with ForAfrika, 15 ECD Centres were provided with nutrition support through a daily breakfast meal and establishments of food gardens benefiting 456 children in total. The 15 Centres were given tools, training, and other inputs for the food gardens. While one ECD Centre received a total makeover consisting of a JoJo tank, new toilets, classroom repairs and painting as well as installation of outside play equipment, all designed to make the Centre a stimulating environment for children. Two teachers were also sponsored for a level five ECD qualification.



b Technical Education in Schools

The Sasol Technical and Vocational Education Training (TVET) Bursary Programme was established as a commercial contract between Sasol and Eskom and it aimed at building a pool of skilled graduates in STEMI. In return addressing the country's critical skills shortage and contributing to solving the country's energy challenges.

The objective of the programme is to award bursaries annually to deserving students over a five year period (2022-2026). Students are placed near Eskom power stations in Mpumalanga and Free State provinces in the fields of chemical and electrical engineering.

b Tertiary Education

Sasol partnered with the Department of Mineral Resources and Energy (DRME) to assist the department in its broader youth outreach programmes. This partnership included career expos, learner focus weeks and the awarding of bursaries in the 2022 academic year.

Three students are in their second year of Engineering degrees. This support provides youth in underserved communities access to higher education and enables them to be part of a future fit work force.

The students are further afforded an opportunity of a graduate trainee 12-months work experience at a Sasol facility and introduced to renewables technologies.

- In 2022, 28 students fulfilled the requirements and were contracted for studies. Of the 28 students, 15 have completed their N6 and have recently started their graduate trainee work in Sasolburg and Secunda operations respectively.
- In 2023, 31 students were provided with bursaries at Flavius Mareka, Gert Sibande and Nkangala TVET colleges and are in their second trimester of studies.



Bridge to work skills and employability programmes

Iphepe Agricultural Programme

11 individuals graduated from the programme from Phola community in Emalahleni (Thungela mine communities). This programme assists with agricultural skills so that the beneficiaries can gain the skills to sustain themselves in the economy. They are currently utilising the skills in their farms and are being mentored by experienced farmers, as part of the programme.



Handyman Services

In an employability programme targeting unemployed youth who are differently-abled, Sasol partnered with The Living Link – a non-profit organisation that bridges the gap of those members of our society with intellectual disabilities who continue to be severely marginalised by society.

Twelve intellectually disabled young adults aged 18- 35 are being enabled with economic participation and income generating opportunities through a facilitator-led specially designed life skills training and work readiness programme that addresses the employment needs and training requirements of these adults.

Sasol for Good

School Shoes Donations

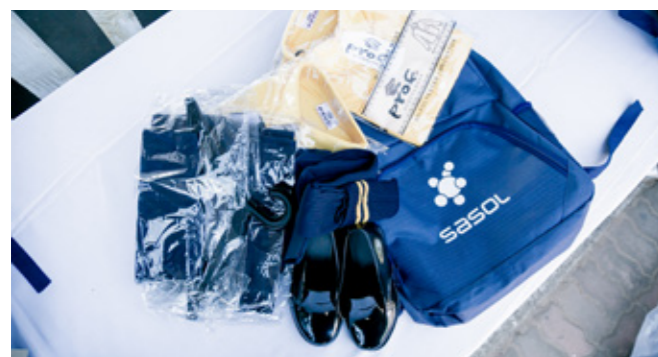
Matched financial donation of Sasol N17 to purchase dictionaries for Petrus Maziya Primary School in Mpumalanga. The dictionaries have assisted to educate 1 270 Grade R – 7 learners attending the school.

Being part of the back-to-school campaign where Sasol partnered with three franchisees, namely the Sasol Andrew Mapheto, Sasol Tembisa and Sasol Tzaneen, to equip children with tools for early learning.

- Over 800 pairs of school shoes were donated to an orphanage and ten schools in the greater Tzaneen Municipality, Limpopo.



- 100 school uniform kits containing shoes, a jersey, socks, a tracksuit set, pants and shirts for the boys and tunics for the girls, as well as a school bag, were donated to six schools in Tembisa, Ekurhuleni Municipality, Gauteng.



Feature Story

The Friendly Neighbour concept

Established in 2014, The Friendly Neighbour Concept (FNC) supports the retail and mobility business value proposition that supports the retailers throughout our network.

The Friendly Neighbour concept is about co-creating socio-economic activities within a specified radius of the Sasol Retail site focusing on community development programmes. The initiative aims to:

- Improve trust and reputational image.
- Increase brand affinity.
- Increase influence and traffic to the retail site.

As part of our Social Impact (SI) commitment to sustainability, we strive to be a credible partner to our host communities by prioritising high-impact social investment programmes in areas where we operate.

The FNC focuses on the following areas:

This Social Impact initiative is designed to uplift fenceline communities around Sasol's RCCs in collaboration with retail owners. Sasol reviews franchisee proposals and matches acceptable proposals for support or co-creates concepts and matches rand-for-rand.

Under the Energy Business' Friendly Neighbour programme, Sasol provides community service support to fenceline communities near Sasol franchisees.

To date, 17 sites supporting 22 entities and reaching over 9 000 people in areas of education, Sasol for Good, Health and Community Safety have been completed.

RCC	Intervention	Entity Benefiting
1. Sasol Hammarsdale (KZN)	Educational materials donation to a pre-school	Devine Connection Pre-School
2. Sasol King Shaka (KZN)	Education materials donated to a pre-school	Hillbilly Pre Primary School
3. Sasol Pinehaven (Gauteng)	Monetary donation to a pre-school	The Simunye Project
4. Sasol Booth Road West (KZN)	211 English and isiZulu reading books	Kukhanya Kwelanga Primary School
5. Sasol Hornsnek (Gauteng)	Career booklets for a school exhibition	My Career Corner (Mabopane)
6. Sasol N17 (Mpumalanga)	Dictionaries for Grade 4 learners	Petrus Maziya Primary School
7. Sasol Tembisa (Gauteng)	School kit donation to impoverished households	1. Emmangweni Primary School
8. Sasol Andrew Mapheto (Gauteng)		2. Nyiko Primary School
		3. Isiziba Primary School
		4. Phuthumani Primary School
		5. Khatlamping Primary School
		6. Moduopo Primary School
9. Sasol Grassmeyers (Mpumalanga)	Top matriculant award from Nkangala District Municipality	1. University of Cape Town 2. University of Pretoria
10. Sasol First Avenue (Free State)	Supporting a home for people living with disabilities	John Webber Home for the disabled
11. Sasol Rose Haven North (Gauteng)	Supporting the elderly with winter survival kits	1. Ekangala Group Home
12. Sasol Rose Haven South (Gauteng)		2. Ekangala Senior Citizens
13. Sasol Mathulas (KZN)	Support for a vulnerable children's orphanage	Sizanane Outreach
14. Sasol Lotus Gardens (Gauteng)	Support for a vulnerable children's orphanage	Mohau Child Care Centre
15. Sasol Lambton (Gauteng)	Support for a vulnerable children's orphanage	Epworth Children's Village
16. Sasol Salt Rock (KZN)	Support to a Gender-Based Violence and Femicides (GBVF) safehouse	The Rise Up Movement community welfare initiative
17. Sasol Lusikisiki (Eastern Cape)	Upgrading the GBVF safehouse	White Door Centre of Hope





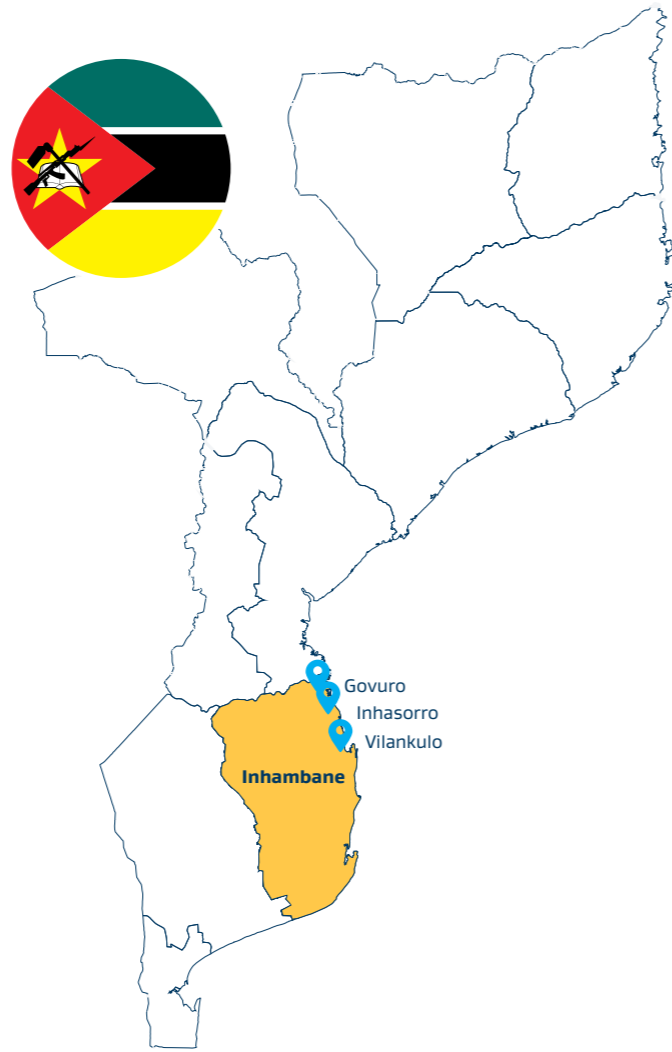
03 | YEAR IN REVIEW: MOZAMBIQUE

Mozambique

Mozambique has been at the heart of the company's oil and gas strategy ever since Sasol pioneered the monetisation of the Pande and Temane gas fields, which had been stranded for over 30 years. The head office of Sasol Mozambique is located in Maputo.

Mozambique is located in Southeast Africa and bordered by the Indian Ocean to the east. The capital and largest city is Maputo (formerly known as Lorenzo Marques from 1876 to 1976).

The country is endowed with rich and extensive natural resources. Its economy is based largely on agriculture, but other industries are also growing, mainly food and beverages, chemical manufacturing and aluminium and petroleum production. The only official language is Portuguese, spoken mostly as a second language by about half the population, while indigenous languages include Makhuwa, Sena and Swahili. Mozambique has a population of approximately 30 million according to the world bank.



STEM education excellence

Donation of School Supplies

Sasol provided about 1 200 school supply kits to pupils at Temane and Mangungumete Primary Schools. The kits were composed of notebooks, ball pens, crayons, sharpeners, bags and planning material for the teachers.

School Infrastructure

Sasol is supporting the Education and Human Development Sector in Mozambique to address the challenge of seating on the floor in schools within the districts of Inhassorro, Govuro and Vilankulo. This is a challenge for learners when they need to write, as well as in winter season. In addition, teachers needed desks so that they can use them for marking learner's scripts and prepare their work. Sasol is currently intervening by providing 3 500 school desks for teachers and learners. A local supplier is used to manufacture the desks for the schools in the three districts. This is the progress to date:

- To date, 2314 desks have been successfully distributed to the schools, with the remaining 786 set for delivery in the first quarter of Fiscal Year 2024.
- In addition to this, Sasol has fulfilled the delivery of 71 teachers' desks, each accompanied by its respective chair.
- The desks are procured from local enterprises.

	STEM Education Excellence	Bridge to Work Skills and Employability Programmes	Community Health and Community Service Infrastructure	Community Environment and Biodiversity Programmes	Enterprise and Supplier Development
Spend (Rm)	R0,9 thousand	R88,7 million	R52,4 million	R1,6 million	R6,7 million
Total FY22 Spend	R150,3 million				





Feature Story

Transforming hygiene and sanitation at Chimedge Primary School

Abstract: This case study highlights the significant impact of Sasol's support in improving hygiene and sanitation at the Chimedge Primary School. Prior to the construction of new facilities, the school faced challenges with inadequate and unsafe bathroom conditions. With the help of Sasol, the school now boasts proper sanitation facilities and a reliable water supply, leading to improved health and well-being for the students.

Introduction: Chimedge Primary School, accommodating 135 students from grades one to six, underwent a transformative change in its sanitation and water supply systems. Before these improvements, the school faced challenges with outdated and inadequate bathroom facilities, posing risks to the health and safety of the children.

New Sanitation Facilities: In 2022, with the support of Sasol through SNV, the school received new sanitation facilities. These modern restrooms offered a safe and clean environment for the students, a significant upgrade from the previously precarious bathroom structures.

Providing Clean Water: In addition to the sanitation facilities, Sasol also constructed a water supply system to provide clean water not only to the school but also to the surrounding community. For many of the children, this was their first experience with such amenities. The introduction of these facilities brought immense joy to the students.

Promoting Proper Hygiene Education: The school's teachers played a vital role in educating and demonstrating proper bathroom usage to the students. The teachers ensured that the students understood how to use the new facilities and

actively encouraged their use. Many students, eager to experience the improved conditions, requested permission to use the restrooms, even if they didn't have an urgent need.

Relief for Teachers and Community: The improved sanitation facilities were a relief for both the teachers and the community. Previously, the school had to mobilise the community annually to construct makeshift and unsanitary bathrooms using local materials, a practice that sometimes involved students in the labor. The introduction of proper facilities eased this burden significantly.

Student-Led Maintenance: The school does not have custodians to clean the restrooms, so the teachers organised groups of students to maintain cleanliness. Students taking morning classes clean the facilities before they leave, while those in the afternoon classes find the restrooms clean and reciprocate the cleaning before they leave in the late afternoon.

Gratitude to Sasol: Rosa Mabue Antonio Mafuhure, the Deputy Director of Chimedge Primary School, expressed her heartfelt gratitude to Sasol for financing the construction of the new sanitation facilities. She emphasised the school's commitment to maintaining the cleanliness and functionality of these facilities at all times.

Conclusion: Sasol's support in enhancing sanitation and water supply at Chimedge Primary School has not only improved the students' quality of life but has also alleviated substantial challenges for the school and the surrounding community. This case study underscores the critical role of investing in infrastructure and education to promote hygiene and well-being among young learners. Sasol's contribution has left a lasting, positive impact on the school and its students, fostering a healthier and safer learning environment not only for Chimedge Primary School but also for seven other schools in the area.



Bridge to work skills and employability programmes

Inhassoro Training Centre

Sasol successfully completed the construction of the Inhassoro Training Centre in Mozambique. The Centre will be supporting the development of artisans. The project will benefit from government taking over management and running of the Centre as its educational institution. The total cost of the project was over R300 million.

This was agreed between Sasol and the government, provided a phased approach is undertaken for the handover process.

The agreement is that Sasol will pay for the management of the training Centre for three years, after which, the government will take over the

management and the operational running of the Centre as it is in line with the national and provincial priorities.

The Management Partner for the Inhassoro Training Centre is the non-governmental organisation Mahlahle, that is already supporting the administrative activities. Mahlahle has a track record of working on various projects in the Inhambane province.

Sasol has made the disbursement of funds corresponding to the first year of the agreed three-year support. This financial aid is aimed at sustaining the operations of the recently transitioned training center.

Economic Development Programme

Employment and Skills for Development

- A total of 159 graduates (comprising of 78 females and 81 males) were equipped with skills through short-duration courses in agro-processing, cookery, electricity and plumbing. These courses were delivered via Mobile Units to IFPELAC.
- A cohort of 231 graduates from CFP Inhassoro and the Mobile Units participated in a workshop facilitated by GIZ, focusing on preparation for entry into the job market.
- Of the CFP Inhassoro graduates assisted by the programme, 58 individuals (34 males and 24 females) have successfully secured employment.
- Additionally, 32 CFP Inhassoro graduates (consisting of 18 males and 14 females) have secured internships.



Value Chain Development – Inhassoro and Govuro

Goats Value Chain

- Under the LDAs, Sasol implemented a goat breeding programme to foster sustainable agricultural practices and economic stimulation in Inhassoro and Govuro. The essence of this programme is to drive community development, contribute to poverty alleviation through income-generating activities, and strengthen local capacities in livestock management.
- In the initial phase of this programme, 400 female goats and nine Kalahari Red male goats have been distributed amongst 100 beneficiaries. These beneficiaries span across the communities of Maperepere, Catine, Macovane, Chibo, Vuca Interior, Tiane and Chibuca. The programme aims to empower these communities by providing them with the resources to create sustainable livelihoods and contribute to the local economy.

Graphic representation of the benefit to the Govuro and Inhassoro communities:

Goats Value Chain						
District	Community	Total Beneficiaries	Number of Females	Number of Males	Mortality	Births and Survivors
Inhassoro	Macovane	8	32	1	3	2
	Vaco Interior	15	60	2	8	4
	Maperepere	8	32	1	2	11
	Catine	15	60	2	7	4
	Tiane	14	56	2	0	
	Chibo	15	60	2	5	1
Govuro	Chibuca	25	100	3	14	14
Total	7	100	400	13	40	36

Arts and Crafts Value Chain

Supporting traditional crafts is crucial for preserving culture, enhancing skills and providing livelihoods. In Inhassoro and Govuro, a project is underway, benefitting 81 craftsmen and craftswomen from the regions of Vulcanjane and Buchane (Inhassoro) and Machovo and Chimedje (Govuro). Alongside this, a dedicated sales agent has been appointed in the Inhassoro village.

Below is a list of beneficiaries and which categories were covered:

Arts and Crafts Value Chain												
District	Inhassoro								Govuro			
Community	Inhassoro Headquarters		Vulanjane		Mangungumete		Buxane		Machovo		Chimedje	
Number of Beneficiaries	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	9	0	25	0	0	33	0	9	0	43	15	0
Type of Activity	Wood Carvings		Stone Sculpture		Basketry		Basketry and Furniture		Basketry		Wood Carving (using lathes)	

Cashew Nuts Value Chain

- The Cashew Nut project is a key initiative under the LDAs, vital for bolstering agricultural practices, enhancing livelihoods and contributing to the economy.
- In Inhassoro and Govuro, the project trained beneficiaries and led to the distribution and planting of 14 880 cashew tree seedlings, in Inhassoro and 15 480 in Govuro. However, weather challenges such as the drought in December and January, followed by heavy rains in March, resulted in a 12% loss of these seedlings. Despite these setbacks, the project maintains its commitment to facilitating growth and resilience in cashew nut farming in the area.

Below is a list of communities and beneficiaries of the cashew nuts:

Cashew Nuts Value Chain										
No. of Order	District	Locality	Community	Total beneficiaries	Total Cashew Plants	Women	Men	Young People	Plants Lost in the Field	
1	Inhassoro	Nhapele	Catine	20	1 200	10	10	2	132	
2			Maole	25	1 500	14	11	3	54	
3			Maperepere	26	1 500	15	11	1	185	
4		Maimelane	Cachane	22	1 320	9	13	2	117	
5			Chitsecane	20	1 200	6	14	1	97	
6			Chitsotso	10	600	3	7	0	390	
7			Mabime	20	1 200	7	13	2	143	
8			Matsanze	20	1 200	4	16	5	108	
9			Mangungumete	10	600	1	9	1	19	
10			Nhacolo	20	1 200	11	9	1	63	
11			Inhassorosede	Mahoche	20	1 200	14	6	0	153
12				Drumstick	20	1 200	12	8	0	187
13				Macurrumbi	16	960	10	6	1	138
Subtotal		3	13	249	14 880	116	133	19	1 786	
1	Govuro	Pande	Chimedje	30	1 800	18	12	16	393	
2			Chibuca	18	1 200	10	8	4	97	
3			Machovo	25	1 200	2	23	2	123	
4			Mazino 1	20	1 200	12	8	6	161	
5			Mazino-sede	21	1 260	16	5	0	406	
6			Colonga	19	1 115	6	13	1	163	
7			Pande 1 Ads	26	1 200	8	18	5	190	
8		Nova Mambone	Cubuacubua	24	1 440	4	20	7	373	
9			Maluvane	60	3 600	28	32	13	2 810	
10			Nhamuchue	25	1 500	16	9	6	716	
Subtotal		2	10	268	15 480	120	148	60	5 432	
Grand Total	2	5	23	517	30 360	236	281	79	7 218	

Goats Value Chain

Improving the value chain of eggs is a strategic move that can improve the poultry industry, stimulate local economies and ensure food security. The steps undertaken in two locations - Inhassoro and Govuro - contribute to this enhancement.

- In Inhassoro, the process has begun with mobilising and finalisation of the regulatory process for the designated construction spaces. The plans involve the construction of two aviaries, which commenced in July. This project is particularly inclusive as the beneficiaries will participate in the construction process, fostering a sense of ownership and commitment.
- In Govuro, the production of eggs started in May 2023 with the acquisition of 1 500 layer hens. Currently, work includes training of the 44 beneficiaries on the management of the business as well as a registration of a cooperative as the formal entity.

Pineapple Value Chain

- The pineapple value chain plays a pivotal role in the region’s agriculture and local economy. This value chain, however, has been fraught with challenges, the most notable being the devastating impact of Cyclone Freddy, which resulted in the destruction of the initial batch of clogs.
- Cyclone Freddy, with its ferocious winds and heavy rains, ravaged the area, laying waste to the initial planting efforts. This catastrophe set back the project and had significant implications for the beneficiaries, who rely on the successful cultivation of these crops for their livelihoods.
- Despite this calamity, the region has shown resilience. A new batch of clogs was delivered to the designated pineapple farming beneficiaries, marking a significant step in recovery and restoration efforts. The beneficiaries, displaying their unyielding spirit, have been actively engaged in replanting the clogs.

Horticulture Value Chain

- The LDAs include an element to empower small vegetable producers and enhance their market access through strategic support contribution. We helped improve market-oriented production, diversification and enhanced linkages for farmers in Vilankulo and Inhassoro, broadening the potential for accessing more formal markets.
- A total of 308 farmers (71,4% of whom were women) were trained using the Farmer Business School (FBS) approach, improving their business development skills. Positive testimonials indicate that this initiative was beneficial, and it’s anticipated to significantly increase the farmers’ incomes in the future.

Arts and Crafts Value Chain														
District	Inhassoro								Vilankulo					
Community	Mavecane		Macurrunbe		Chidacheque		Chicambe		Nhauache		Nhamakamba		Pambara	
Number of Beneficiaries	M	H	M	H	M	H	M	H	M	H	M	H	M	H
		26	21	39	15	10	18	18	12	35	5	40	5	52
	47		54		28		30		40		45		64	
Total	159								149					



Empowering dreams: The inspiring journey of Lucia Justino Sainda

Abstract: This case study explores the remarkable journey of Lucia Justino Sainda, a resilient 27-year-old woman from the community of Pande, who overcame adversity to become a successful entrepreneur and a source of inspiration for others. Lucia’s story is a testament to the power of determination, education, and seizing opportunities in the face of challenges.

Introduction: Lucia Justino Sainda, a native of Pande, aspired to become a doctor when she completed high school. However, her journey took a different path, leading her to study management and economics. In this case study, we delve into Lucia’s transformative experiences during and after her education, highlighting how she emerged as a successful entrepreneur and a mentor for budding business leaders in her community.

Educational Pursuits and Graduation Amidst COVID-19: Lucia’s educational journey was marked by determination. Despite her initial dream of becoming a doctor, she adapted her aspirations and graduated in 2020 with a degree in management and economics. Unfortunately, the job market was unfavorable due to the COVID-19 pandemic, limiting her options and prompting her to explore alternative opportunities.

The Opportunity with GIZ and IFPELAC: In 2021, as economic prospects began to improve, Lucia’s father brought home information about an opportunity offered by GIZ and IFPELAC, funded by Sasol as part of the Local Development Agreements. Lucia, who had a passion for cooking and had been honing her culinary skills at home, saw potential in this opportunity. She expressed her interest and provided her name for the training programme, choosing to specialise in food processing. The 45-day training programme proved to be a transformative experience for her.

Entrepreneurial Ambitions and the Birth of Lucymik Food: Inspired by the training, Lucia envisioned a food supply business.

She founded Lucymik Food with her cousin, who had also participated in the training. Her father’s support, which included funds for a driver’s license and an initial investment in selling used clothing, helped her secure the necessary documentation for her business. Lucia seized the opportunity to make her entrepreneurial dream a reality.

The Impact of the GIZ Entrepreneurship Programme: While Lucia was building Lucymik Food, GIZ initiated an entrepreneurship programme. She applied for a position as a junior consultant, a role that would allow her to assist in training and mentoring other entrepreneurs. This position changed her life both as an entrepreneur and as a professional. It expanded her business vision, nurtured her dreams of entrepreneurship, and broadened her horizons on how to support others.

Diversifying into JULEN Constructions: Lucia did not stop at Lucymik Food. She saw an opportunity and founded JULEN Constructions, a company specialising in providing mobile bathrooms, tents, and chairs for events and projects. This enterprise secured a substantial contract to build a resettlement neighborhood for Sasol, including 40 residences and a complete primary school. Lucia also began supplying over 200 meals per day, a number set to increase with the project’s expansion.

Job Creation and Commitment to Safety and Sustainability: Lucymik Food now employs ten individuals, comprising nine women and one man. Lucia is actively working on meeting Sasol’s stringent Safety, Health, and Environment (SHE) standards, which are mandatory for all service providers at this level. Her construction company, JULEN, has secured a contract exceeding one year and is actively seeking further investments in the area.

Year in Review: Mozambique

A Continuing Legacy of Mentorship: With the conclusion of the GIZ programme and their withdrawal from the area, Lucia remains a steadfast pillar of support for local entrepreneurs in need of guidance and mentorship. Her commitment to uplifting others demonstrates her dedication to community development.

Conclusion: Lucia Justino Sainda’s journey from aspiring doctor to successful entrepreneur and mentor exemplifies the power of adaptability, seizing opportunities, and the indomitable human spirit. Her story serves as an inspiration to individuals facing challenges in pursuing their dreams, and her commitment to community betterment ensures her lasting legacy as a role model and mentor for future generations of entrepreneurs in Pande community.



Construction of the Inhassoro Multipurpose Field

- The construction of the Inhassoro multipurpose field is progressing well, despite minor delays caused by the rainy season, the project has successfully reached its halfway point, with completion anticipated by the end of September 2023.
- The planned infrastructure for this multi-use field is extensive and designed to cater to a broad range of activities. It includes a grassed football field suitable for 11-a-side matches, and a flexible multipurpose field for various sports and events. Additional facilities are being built to enhance the user experience, such as changing rooms for players, public restrooms and stands capable of accommodating up to 1 000 seated spectators.
- The project also entails the installation of a water supply system, a critical amenity for maintaining the grounds and facilities. For security and crowd management, a perimeter fence wall is being erected. These comprehensive amenities ensure that the Inhassoro multipurpose field will be a prime venue for a multitude of community events and activities.

Meeting Shelters

Inhassoro: Four community meeting shelter projects have been planned for Inhassoro as part of the small-scale LDA’s initiatives. Out of these, construction has already commenced for two in the communities of Litlau and Rumbatsatsa. Each of these projects entails the construction of a building capable of accommodating approximately 100 people, an office and a private meeting room.

Govuro: For the region of Govuro, nine community meeting shelter projects have been slated as stand-alone initiatives. Out of these, construction has kicked off for three in the communities of Chibuka, Chimedje, and Pande 1.

Water and Sanitation Programme

- The Water and Sanitation programme stands as a cornerstone of public health and sustainable development, as it directly impacts the overall quality of life within a community. Access to clean, potable water, and effective sanitation systems are crucial for maintaining health, hygiene, and dignity of individuals, thereby contributing to the well-being and productivity of the entire community.

The programme is under the LDAs and it encompasses various critical areas, including enhancing access to potable water, augmenting the sustainability of supply systems and boreholes, improving environmental hygiene and sanitation, and taking preventive measures against water contamination.

This comprehensive programme underscores the connection between water and sanitation and public health, community empowerment, and overall socio-economic development.

- Five public toilets and a total of nine water systems, have been completed. Some of these are new, but others are rehabilitations that commenced in FY22.
- The construction of 13 new boreholes equipped with hand pumps is underway, along with the rehabilitation of 23 existing ones. There are also projects for two new water supplies, four water systems, public sanitation facilities at schools and health centers, and the construction of two water supply systems with desalination capabilities - the latter still being in the design phase.
- In June, Sasol handed over three of the water systems and two public toilets, with a ceremony presided over by Inhambane Governor, Daniel Chapo.
- Since the programme inception in July 2020, noteworthy strides have been made, including the rehabilitation of 74 boreholes, the refurbishment of eight water supply systems, the construction of 11 new water supply systems, and the creation of 23 new manual pump sources. In addition, the programme has established or revitalised water committees, with a total of 110 already functioning in the two districts covered by the programme.

Water and Sanitation Programme

Urban Planning

- Territorial planning is a pivotal aspect of socio-economic growth, playing a crucial role in creating sustainable, liveable, and prosperous communities. It outlines a strategic approach to maximise the efficient use of land and resources to meet various needs. Therefore, Sasol’s support to the development of territorial planning projects, under the LDAs, is a tangible manifestation of the essential role territorial planning plays in the evolution and advancement of communities.
- In Govuro, a total of nine strategic urbanisation initiatives have been conceptualised, with

five already making headway. These projects encompass the communities of Colonga, Pande Sede, Chimedje, Maluvane, and Doane. Central to these projects is parcelling and enhancing road accessibility.

- To further fortify urbanisation management capabilities in the Govuro district, Sasol is on track to procure a vehicle dedicated specifically to these projects’ oversight. Delivery of this essential asset is expected to coincide with the projects’ anticipated Phase 1 completion date in September.

Community health and community service infrastructure

Access to Community Healthcare

Rehabilitation of the Mangungumete Health Centre

Sasol rehabilitated the Mangungumete Health Centre, to support the community by giving better access to healthcare.



Year in Review: Mozambique

LDAs – Access to Electricity

Access to electricity significantly impacts the quality of life and economic prospects in both urban and rural regions, and this holds particularly true for communities in Mozambique.

Except for a few communities residing along the EN1 road, a majority in the districts of Inhassoro and Govuro have to rely on makeshift methods for illumination and charging devices. Through the LDAs, Sasol in collaboration with the government, aims to rectify this situation, empowering these rural areas with access to electricity for lighting and stimulating business growth. With Sasol spearheading the initiative, the project is projected to provide more than 3 000 households with both on-grid and off-grid energy solutions.

- This phase will see an expansion of on-grid electricity in the Litlau community and the establishment of compact solar plants in the communities of Temane, Tiane, Buchane, Rumbatsatsatsa, Chibo, and Maperepere in Inhassoro.
- Govuro will experience the complete implementation of the project, prioritising access to electricity for all its residents. The project includes the expansion of on-grid electricity in the communities of Pande 1 and Colonga, the construction of a solar plant in the Matchovo community, and the distribution of kits in the communities of Mazino 1, Chibuca, and Chicuire.



Irrigation Systems

Vegetable production is not only fundamental for nutritional security but also plays a vital role in socio-economic development, offering a robust avenue for income generation and employment.

Well-managed irrigation systems are a linchpin to sustainable vegetable farming, as they increase crop yield, allow for year-round cultivation, and provide resilience against fluctuating weather conditions. Therefore, the establishment of these systems in the communities of Buchane, Chitsecane, Mabime, Malanguti, and Manusse will significantly boost vegetable production, empowering local families and stimulating community growth.

- Last year saw the successful installation of three irrigation systems, marking a significant stride towards fostering local agricultural productivity. However, due to administrative hiccups in the contracting process, the implementation of the remaining five systems was delayed. Following this interlude, a contractor has been assigned to oversee the execution of these remaining systems.
- The construction work has since commenced and is currently 15% complete. With a determined and steadfast pace, the anticipated completion date for this pivotal project is set for October 2023.
- Each of these irrigation systems, designed with an efficient water supply and fencing system, is projected to be a boon for approximately 30 families. This enhancement to their farming capabilities, via a reliable water supply, will significantly uplift their livelihoods, promoting self-sustainability, income generation, and community development.

Maluvane Soccer Field

Soccer fields hold immense significance in shaping youth development.

They are not merely grounds for sport – they serve as platforms for instilling teamwork, discipline, and dedication among the younger generation. They provide a space where youth can engage in healthy physical activities, nurture talent, and foster a sense of community. Hence, the decision of eight communities, including Inhassoro, to choose soccer fields as their small-scale projects, demonstrates a profound understanding of the pivotal role sport plays in shaping the future of young individuals.

The design of the Maluvane football field is ready to go on tender for construction. This ambitious undertaking encompasses not only a lush, grass-covered football field but also includes amenities such as changing rooms and grandstands. These stands are designed to accommodate approximately 100 spectators, fostering a lively atmosphere for local matches. Additional features include separate toilets for males and females and a reliable water supply system, ensuring convenience and sanitation.

Inhassoro Water Supply System

Following the correction of the electrical problems identified in the Inhassoro water supply system, the electrical components were not approved on the second inspection. The final inspection is planned for July, although the problems detected during the operation of the system regarding the pumps were resolved. The contractor is preparing to obtain final verification by Sasol and the government.





Feature Story

The entrepreneurial journey of Adenaida Paulo Mutaule

Adenaida Paulo Mutaule is a 33-year-old mother of four, originally from Inhassoro, currently residing in Matsutsuque. Despite the tragic loss of her husband in 2016, Adenaida managed to forge a path of resilience and determination, thus making her a beacon of hope and entrepreneurial spirit in her community.

In 2007, Adenaida's journey into entrepreneurship began when she started buying lettuce to resell. By 2008, she had commenced her own vegetable garden. The growth was steady and by 2010, the workload justified hiring a worker to assist her. Two years later, Adenaida expanded her workforce to two. Despite facing setbacks due to the COVID-19 pandemic in 2019, she continued to increase her workforce, demonstrating her persistence and commitment.

Adenaida's entrepreneurial zeal led her to the GIZ training programme, which forms part of the Local Development Agreements funded and implemented by Sasol. Through the programme, she learned vital aspects that propelled her business further such as customer service, recognising untapped opportunities, procuring goods, and financial management. What impacted her most was understanding the importance of treating clients with respect and identifying new market opportunities. These skills set her on the pathway to acquiring more reliable customers. Adenaida received a funding of 58 000 R17 576 meticais from Sasol, which she wisely used to purchase additional seeds to expand her production area.

The resulting increase in profits enabled her to purchase a car to facilitate the transportation of her products from the farm, subsequently multiplying her efficiency and output.

Her entrepreneurial instincts grew further, now not just buying inputs for her own use but for other farmers in the community, a move that lays the ground for her planned input supply shop. The profits from her business have also enabled her to improve her living conditions by building her house where she lives with her children and buying more potato seeds to expand her production area. Adenaida's future plans are not limited to just expanding her current business. She aims to buy a piece of land and build rental houses, adding real estate to her portfolio for more investment security.

Her journey reflects her determination and entrepreneurial skills, making her an embodiment of resilience and ambition in her community. Adenaida Paulo Mutaule is an inspiration, illustrating that with persistence, ongoing learning, and the courage to seize opportunities, one can overcome adversities and succeed.





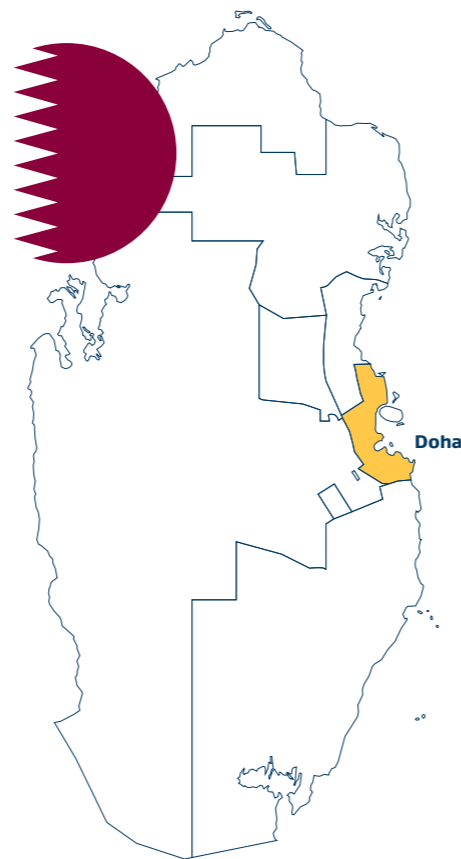
04 | YEAR IN REVIEW: QATAR

Qatar

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

Qatar is classified by the United Nations as a country of high human development. It is a high-income economy, backed by the world's third-largest natural gas reserves. The economic growth of the country has been almost exclusively based on its petroleum and natural gas industries, which began in 1940. It is the world's leading exporter of liquified natural gas and is amongst the wealthiest countries per capita income.

Qatar is located in Western Asia, occupying the small Qatar Peninsula on the north-eastern coast of the Arabian Peninsula. Qatar's total population at the end of August 2023 was 2,97 million according to the Qatari Planning and Statistics Authority. The official language is Arabic, with English commonly spoken by others.



Social Investment



R400 thousand

Community Health Services
R0,2 million

50%

50%

Environment and Biodiversity
R0,2 million

Community health and community service infrastructure

Empowering People Living with Disabilities

The Sasol Qatar team and Qatar's Ministry of Social Development and Family entered a partnership to collaborate on the Accessible Qatar initiative including the Definitely Able initiatives to support people with disabilities.

Through our partnership, the Accessible Qatar website has reached over 70 000 people in this year and more people are educated about the importance of creating accessibility to those who are differently abled.

Community environment and biodiversity programmes

According to the latest report by the Intergovernmental Science Policy Platform on Biodiversity and Ecosystem Services (IPBES), our biodiverse planet is threatened by unprecedented transformation and exploitation of terrestrial and marine ecosystems – driven mostly by human activities. One million animal and plant species are at risk of extinction – many within decades. Qatar places a high consideration on its natural environment with concerted efforts to protect its natural habitats and biodiversity. This can only be achieved if all its citizens have an understanding and appreciation of the dependency of human life on a thriving natural ecosystem and have implemented initiatives to achieve this goal.

We continued with the expansion of the Qatar e-Nature app and website highlighting flora, birds,

insects, mammals, reptiles, marine life, nature and Qatar's ecosystems. The app is the only source of information of its kind in Qatar.

Sasol's Qatar e-Nature mobile application and platform, developed in partnership with Friends of the Environment Centre, have played a crucial role in promoting environmental awareness in Qatar. Sasol worked to update the content of the platform, ensuring its relevance and security. They engaged with local ecologists and educators to contribute to the goals of the Qatar National Vision 2030.

There is an increase in the number of people appreciating Qatar's nature, reflected in the increase of app downloads and social media followers totaling 100 000 to date.



Sasol receives recognition for its contribution to social responsibility in Qatar

In Qatar, Sasol received an Appreciation Award at the 10th Qatar Corporate Social Responsibility Summit.

At Sasol Qatar, we prioritise partnerships. We will continue to deliver our activities in collaboration with government, civil society and other partners to ensure that our offerings remain relevant, aligned with the United Nations Sustainable Development Goals (SDGs) and in support of the Qatar National Vision 2030.

One of the highlights of this quarter, was Sasol's active participation in the 10th season of the Qatar CSR Summit and Exhibition, hosted by Qatar University. This event, under the patronage of H.E. Sheikh Mohammed bin Abdulrahman bin Jassim Al

Thani, Prime Minister and Minister of Foreign Affairs, provided a platform for Sasol to engage with the community and strengthen connections with both established and emerging stakeholders.

Sasol's presence at the summit included a dedicated booth and participation in a panel discussion by Accessible Qatar Ambassador, Maryam Al Sulaiti. Sasol was also honoured with a recognition award during the Qatar CSR Awards Ceremony.

Our participation included an interactive exhibition of our main initiatives, as well as highlights of our commitment to the SDGs. Visitors were able to explore one of Sasol Qatar's flagship sustainability projects with an exploration of the secret life of plants.



At Sasol Qatar, we prioritise establishing partnerships with other organizations, governments, and civil society to share knowledge, resources, and best practices within our environmental awareness and inclusion and accessibility initiatives.

To find out more about some of our flagship initiatives:



www.e-nature.qa



<https://www.accessibleqatar.com/>





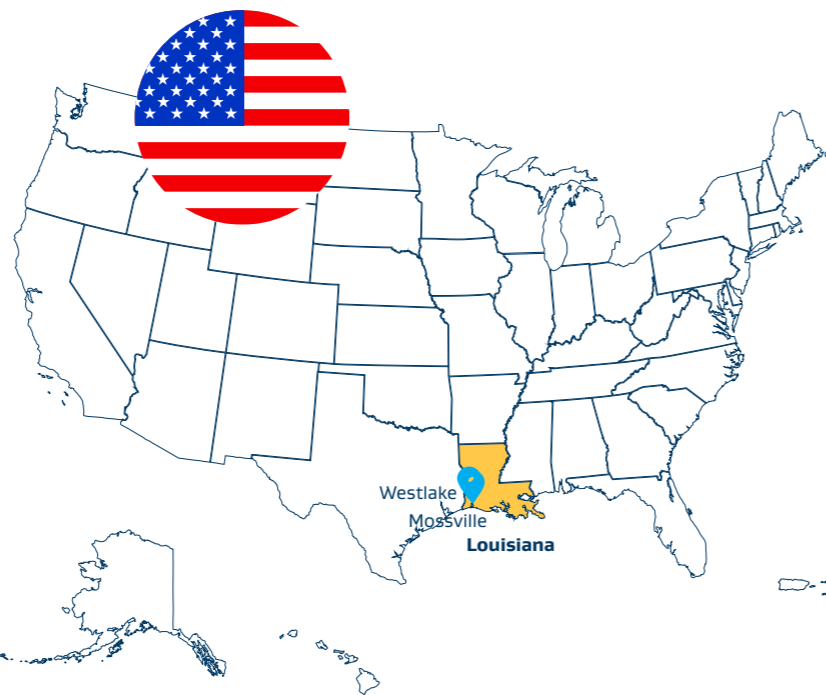
05 | YEAR IN REVIEW: NORTH AMERICA AND EURASIA

SASOL FOR GOOD

North America

Sasol's North American headquarters are situated in Houston, Texas, with operational facilities in Texas, Arizona, Pennsylvania and a mega chemicals complex near Lake Charles, Louisiana.

Lake Charles is the sixth-largest incorporated city in Louisiana, located on Lake Charles, Prien Lake and the Calcasieu River. It is considered a regionally significant Centre of petrochemicals refining, gaming, tourism, and education, and is home to McNeese State University.



STEM education excellence

Big Brothers Big Sisters Lonestar

Sasol partnered with Big Brothers Big Sisters (BBBS) Lonestar facilitates and supports one-to-one mentoring relationships between students at our Partner in Education school and Sasol employees based in Houston, TX. This year, the organisation has hosted bimonthly virtual sessions, where mentorships matches can talk, students can receive support with school tasks, and participate in enriching activities.

A total of 15 sessions have been done for the year, with over 35 mentors and over 20 students and mentors now regularly meet face-to-face to engage in critical conversations that positively impact the behavioural and educational success of students involved.

A notable impact is the effect of inclusivity of culture and language being provided through each session. With 80% of mentees being Hispanic females, many students have reflected positive sentiment on the opportunity to see women from the same ethnicity have a career in STEM. Currently, 80% of mentors are women and 40% mentors are Hispanic. In addition, multiple mentees have shown a significant increase in their mentorship involvement due to dual-language opportunities. With diversity being at the forefront of the mentorship programme, students have been able to see real-world examples of what people from the same background as them can do in their careers.

	STEM Education Excellence	Community Health and Community Service Infrastructure	Community Environment and Biodiversity Programmes	Sasol for Good	Enterprise and Supplier Development
Spend (Rm)	R14,8 million	R2,1 million	R1,8 million	R4 million	R1,2 million
Total FY23 Spend	R24 million				

Big Brothers Big Sisters Southwest Louisiana

Sasol and Big Brothers Big Sisters SWLA partnered to provide one-on-one mentorship between Sasol employee volunteers based in Lake Charles, Louisiana, and Sasol partner in education school students via its school-based Lunch Buddies and Reading Readiness programmes.

The mentors meet with students twice per month at a minimum for the duration of the school year to provide one-to-one mentoring to children who need positive connections, educational support, behavioural support, and other needs.

BBBS SWLA identified nearly 30 Sasol employees and elementary students who participated in this year's Lunch Buddy programme. This is a year-over-year increase of nearly ten employees. Progression results will be noted in the second quarter after the programme officially relaunches.

Chemical Education Foundation

The Chemical Education Foundation (CEF) You Be the Chemist™ programme inspire K-students to pursue STEM in study and careers, build educator confidence, and strengthen communities through employer engagement with local schools. Sasol and CEF have partnered to support Emerson Elementary in Houston, TX, through a You Be the Chemist™ community partnership since 2018. The CEF provides material kits for Emerson teachers and students in Grades 2-5 to engage in hands-on science activities, impacting about 15 classrooms in total this year with over 380 students in Grades 4 and 5.

In addition, the CEF/Sasol partnership has increased the number of impacted students, supporting approximately 500 students in Grades 2-5 at Emerson. In response to the continued partnership growth, 100% of the teachers involved have reported they felt that they were providing more opportunities for their students to engage in hands-on learning because of the access to resources provided by CEF.

The Sasol Foundation is working with Sasol to develop summer enrichment initiatives for students to continue their education after the 2022-23 school year ends.





Feature Story

Educators taking time to interact on careers impacting their learners

Educators' Institute

Sasol believes our business of chemistry is an exciting, sustainable industry with several STEM-focused, quality career path opportunities. Sasol also recognises the valuable role educators play in guiding students to make career choices that align their passions and skillsets with available and sustainable career paths. Sasol joined the Lake Area Industry Alliance (LAIA) and peer companies to launch the LAIA Educators' Institute to provide local educators with insights into these quality, local industry career opportunities.

This two-day training opportunity provides middle-school STEM teachers and high school career counselors in Calcasieu and Cameron parishes with information about industry careers, including competencies required, average pay and benefits available, and more.

During the two days, educators will engage in industrial facility tours, interactive discussions with industry employees, and job shadowing. In addition, educators will gain information about the products we produce, economic impacts, safe work practices and environmental stewardship.



Bridge to work skills and employability programme

The Louisiana Small Business Development Center at McNeese

The organisation is supported by Sasol to assist entrepreneurs by providing comprehensive, high-quality assistance to existing and potential small businesses. The funds that Sasol provides is used to support the center's training efforts. Funds are used for media promotions, material support, and opportunities to engage business development presenters. Sasol is one of the Centre's main sponsors.

The LSBDC network has ten centers throughout Louisiana that support the development of small businesses. Through resources provided by Sasol's support, the center at McNeese focused on increasing capital infusion throughout the fourth quarter. Accounting for 36% of the regional network's capital, the center at McNeese continues to improve the quality of service provided to support small businesses across the surrounding area.

This year in total, the development center counseled over 470 distinctive clients and 26 industry-related clients. The center was able to support the startup of three local businesses and supported over 65 additional community members through seven small business workshops. In addition, the center was able to support eight existing businesses to complete a local development program to secure a total of \$32 000 in business grants.

Continuing their reach throughout the Southwest Louisiana area, the development Centre hosted five workshops throughout the City of Lake Charles' Launch Small Business Development Week, which is anticipated to impact over 300 community members and small businesses.



Feature Story

Small business development Centre at McNeese State University

Local, diverse small business development remains a focus of local leaders in Sasol's fenceline community of Southwest Louisiana. Sasol supports this focus area through several annual community-based programs, the most significant through the Louisiana Small Business Development Centre at McNeese State University in Lake Charles.

Sasol is the primary corporate sponsor of the Centre, which offers confidential consulting and business training to existing and potential small business owners in the Southwest Louisiana area at no cost.

With the support of Sasol, the development Centre counseled over 500 distinctive clients in FY23, produced over 25 webinars and engaged over 800 attendees to support the development of small businesses.

Community environment and biodiversity programmes

Partners in Parks

Is a public-private partnership to support park infrastructure and educational programming, answering the call from our fenceline community, employees and prospective employees for revitalisation of public greenspaces and community aesthetics following recent natural disasters. Sasol has supported Tuten Park and Riverside Park through the programme since 2018. As part of the partnership, Sasol sponsored and assisted with the development of an educational program, called Nature in Focus, at the two parks. Nature in Focus is a City of Lake Charles-sponsored experiential environmental education and conservation programme devoted to connecting the public of all ages to the nature that Tuten Park and Riverside Park have to offer. Nature in Focus uses natural wildlife and nature habitats in Southwest Louisiana within

the area's public park system to foster science-based, hands-on learning. The City temporarily paused the programme in 2021 following Hurricane Laura.

In the first quarter, Sasol's joint volunteer event with Lyondell Basell enabled the city of Lake Charles to reopen one of Sasol's Nature in Focus partner parks, Tuten Park, four months ahead of schedule. After the park was opened, the city relaunched the Nature in Focus programme at Tuten Park.

Sasol partnered with the city of Lake Charles to host three events for the relaunched Nature in Focus educational programme at Tuten and Riverside Parks. Over 400 community members attended the programme's events that provide hands-on environmental activities and resources for all ages.

1 000 Trees in 1 000 Days

Chemicals America relaunched the 1 000 Trees in 1 000 Days region-wide social investment initiative and planted over 175 trees within the first two events. More than 100 US employees and family members participated in this effort, making this one of the largest volunteer initiatives since 2019.



Feature Story

1 000 Trees in 1 000 Days

The Southwest Louisiana area experienced several severe weather events in recent years resulting in significant impact to property, infrastructure and ecosystems.

Following the storms, Sasol engaged local residents and community leaders about priorities for the year ahead – community revitalization and beautification surfaced as a common theme, with the significant loss of native trees cited as one potential area of focus. This feedback prompted Sasol to relaunch its 1 000 Trees in 1 000 Days programme, this time expanding the effort to each of its US fenceline communities.

As the name suggests, the programme involves Sasol employees alongside community volunteers planting at least 1 000 indigenous trees over a 1 000-day period. Locations for tree planting are evaluated based on a combination of public use, beautification, wildlife habitat and air quality. Sasol hosted the programme’s first two tree planting events in early 2023 where over 150 employees planted 200 trees in Louisiana and Texas fenceline communities.

This partnership between Sasol and the Louisiana community has been ongoing for over five years, where Sasol has planted over 2 000 trees to date. This is important to preserve the environment as well as to respond to the needs of the community.



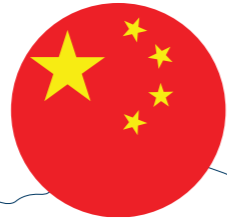
Sasol for Good

Employee Volunteering and Giving

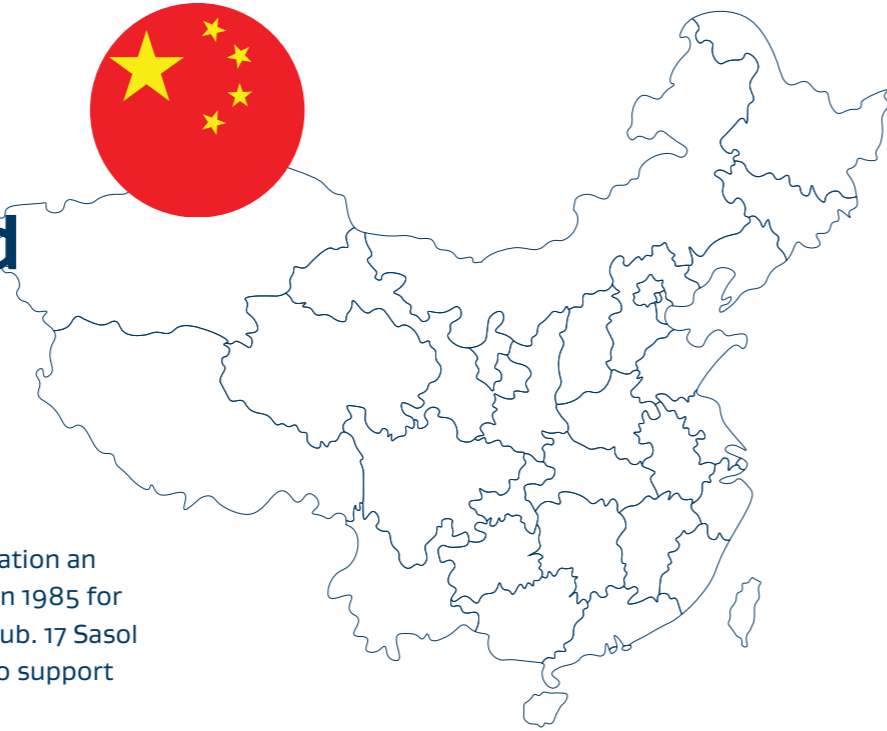
Over 80 employees participated in three volunteer events, completing more than 240 hours of service. The volunteer initiatives supported local schools, organisations and one area state park. Volunteers have helped this quarter to clean up one of Sasol’s partner parks, engage students in STEM-based activities at the Region 5 STEM Centre and provide school supplies for local teachers and students.

- Chemicals America executed the 2022 Back-to-School Supply Drive, the first region-wide volunteer initiative for FY23. Employees donated hundreds of supplies to support students and teachers for seven community partners and Partner in Education schools. In addition, nearly 50 Sasol employees across the region volunteered to create 375 teacher gifts and deliver the collected supplies to local schools.
- US employees volunteered at the Port Wonder Family Day in Southwest Louisiana, supporting the City of Lake Charles and Children’s Museum SWLA with hands-on STEM experiments for over 500 children.
- In addition, US employees contributed over \$120 000 to charitable organizations during FY23 through SasolGIVES, the employee matching contributions programme. Through the programme, employee-directed charitable contributions increased by 25% compared to FY22.

Eurasia-China



Sasol for Good



China had their first Sasol for Good even in the form of a baking and sachet-making event on 4 March the Spring Day of China.

The event was co-organized by Amity Foundation an influential non-profit organization founded in 1985 for public welfare and Sasol China’s handcraft club. 17 Sasol employees brought their spouses and kids to support the volunteering cause.

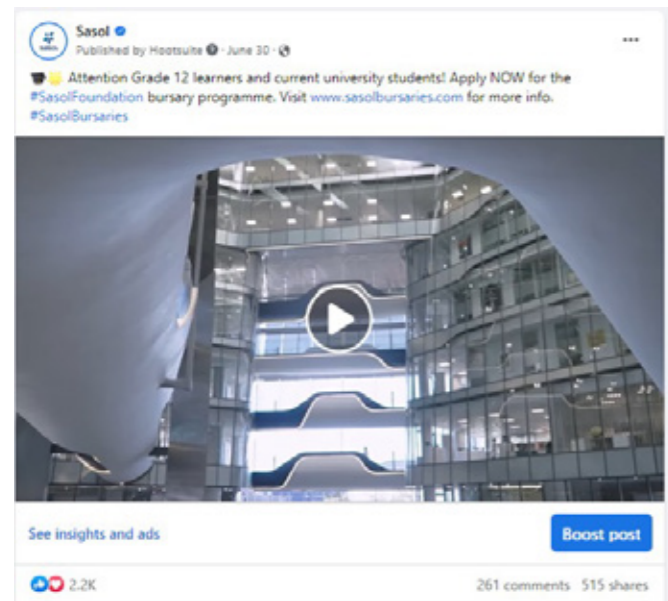
China held its second Sasol for Good event on 15 April, 2023. The event was focused on tree planting, with over 70 employees and their families coming together to plant saplings in support of Sasol’s decarbonizing targets.

Sasol’s decarbonising targets include a 30% reduction in greenhouse gas emissions by 2030, and net zero emissions by 2050. The tree planting event in China is one small contribution to these goals, as trees play an important role in carbon sequestration and can help to mitigate the effects of climate change.

This was the third consecutive year that Sasol China has organised the tree planting event. The initiative aims to create positive social and environmental impacts in the communities where Sasol operates.



Feedback from our stakeholders (media and letters)



Top matriculants of 2022 awarded

Date: February 8, 2023 | Posted in News | Secunda News



Ten full bursaries were handed out by Sasol to the overall top achievers.

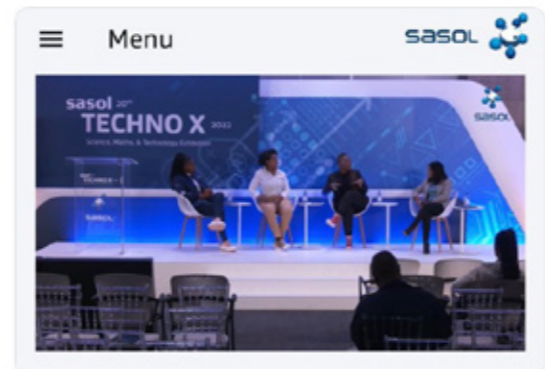
Through a special invite, the top Grade 12 learners of 2022, who obtained three to seven distinctions in selected subjects, were awarded prizes at the 28th Sasol Secunda Grade 12 Merit Awards, hosted at Sasol Recreational Club on January 27.

Teachers and best-performing schools from around the Gert Sibande District Municipality were also awarded by

Sasol for their excellence in education.

WomHub @womhub
 @womhub had the wonderful opportunity to be part of the @SasolSA 20th TechnoX expo, with @anjaniharjeven moderating a panel with Founders from the Sasol Women In Engineering Incubator Programme on Youth Entrepreneurship.

Thank you @SasolSA for having us.
 #SasolWomEng



Sasol 1,006,242 followers
 We recently launched #SasolBridgetoWork, a portfolio of initiatives aimed at improving food security and reducing unemployment in our communities across South Africa. Learn more <https://fnko.in/gQKdm5> #SasolInSociety



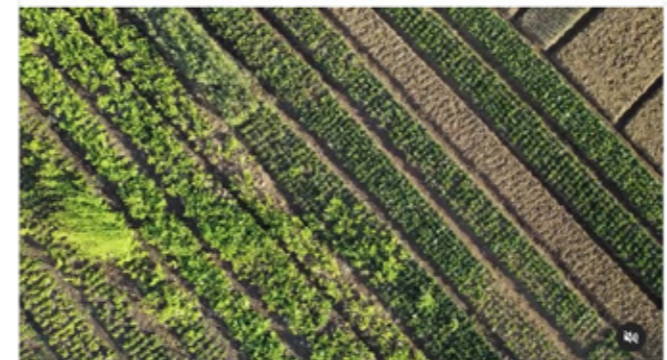
Sasol addresses food security and unemployment in its communities - Sasol in Society

Buhle Farmers' Academy @buhlefarmers
 Buhle farmer Amos Nkopi is on fire with the love for farming. "Growing things heals us, makes us happy," he says. "It allows even the unemployed to feed their families!"

Amos farms in Mpumalanga, supported by @SasolSA through us and @AFASA_farmar
 @amosmathe #zerchunger



12:18 PM · Aug 5, 2022



HigherEduTrainingZA @HigherEduGovZA

Deputy Minister of Higher Education, Science and Innovation, Mr Buti Manamela together with Sasol handed over a Mobile Science Laboratory to the University of Mpumalanga to service schools in the Bohlabela and Ehlanzeni Districts.
 #Sasolmobile #Laboratoryhandover



5:00 PM · May 18, 2023 · 1,195 Views

HigherEduTrainingZA @HigherEduGovZA

Deputy Minister of Higher Education, Science and Innovation Mr Buti Manamela addressing learners at the Sasol Renewable Career Stream event at the Energy Observer Odyssey in V&A Waterfront, Cape Town. #SasolRenewablecareer #Energyobserver fb.watch/lbWHvzLGFd/?mi...



11:56 AM · Jun 16, 2023 from Cape Town, South Africa · 3,316 Views

Sasol hands over 285 ha land to government



FUELING SUCCESS Sasol will continue to have access to the farm to further accelerate its Isphepo Emerging Farmer Development Programme, which to date has benefited more than 300 emerging farmers from the Gert Sibande district in Mpumalanga



Sasol Foundation | Coding and Robotics For Rural children

North-West University @theNWU

Sasol Foundation partners with NWU Business School to celebrate women in intellectual property.

Read more: fal.cn/3xZv1
 #MyNWU #DiscoverNWU



startupmag.co.za
 Sasol Foundation Partners With NWU Business School To Celebrate Women I...
 Sasol Foundation Partners With NWU Business School To Celebrate Women In Intellectual Property. Innovators and intellectual property professionals ...

10:00 AM · May 5, 2023 · 1,531 Views

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