

Sasol Limited

(Incorporated in the Republic of South Africa)

(Registration number 1979/003231/06)

Sasol Ordinary Share codes: JSE: SOL

NYSE: SSL

Sasol Ordinary ISIN codes: ZAE000006896

US8038663006

Sasol BEE Ordinary Share code: JSE: SOLBE1

Sasol BEE Ordinary ISIN code: ZAE000151817

("Sasol" or "Company")

## GRANT AND ACCEPTANCE OF SHARE AWARDS BY DIRECTORS, PRESCRIBED OFFICERS AND THE COMPANY SECRETARY OF SASOL LIMITED AND DIRECTORS OF MAJOR SUBSIDIARIES OF SASOL LIMITED

In compliance with paragraphs 3.63 to 3.66 of the JSE Listings Requirements, Sasol hereby announces that executive directors, prescribed officers and the company secretary of Sasol, and directors of major subsidiaries of Sasol, have been granted, and have accepted, conditional share awards in terms of the Sasol Long-Term Incentive ("LTI") Plan ("the Plan").

The Board of Sasol Limited or the Sasol Remuneration Committee ("the Committee"), as appropriate, approved the following annual share awards made on 27 September 2021 in accordance with the rules of the Plan.

The vesting of the awards will be subject to service conditions and, on performance shares, the achievement of the following corporate performance targets:

FY22   Performance period from 1 July 2021 – 30 June 2024				
KPI (Key Performance Indicator)	WEIGHTING	THRESHOLD (0%)	TARGET (100%)	STRETCH TARGET (200%)
Holistic focus on ESG Matters	25%	Achieve a sustainable 3% reduction (equating to 1.8mtpa CO <sub>2</sub> e) in Scope 1 and Scope 2 emissions off a 2017 baseline by end FY24 for the Energy business (4%)	Achieve a 3.8% reduction (equating to 2.36mtpa CO <sub>2</sub> e) in Scope 1 and Scope 2 emissions off a 2017 baseline by end FY24 for the Energy business (10%)	Achieve a 4.5% reduction (equating to 2.78mtpa CO <sub>2</sub> e) in Scope 1 and Scope 2 emissions of a 2017 baseline by end FY24 for the Energy business (20%)
		40% RE power for Sasol Chemical operations in Europe and Americas by end FY24 (3%)	60% RE power for Sasol Chemical operations in Europe and Americas by end FY24 (8%)	80% RE power for Chemical operations in Europe and Americas by end FY24 (16%)
		Within 10% of the DJSI inclusion score by November 2023 (3%)	Within 6% of the DJSI inclusion score by November 2023 (7%)	Within 3% of the DJSI inclusion score by November 2023 (14%)
Return on Invested Capital	25%	ROIC (excl AUC) at SA WACC of 13,5% per annum (0%)	ROIC (excl AUC) at SA WACC of 13,5% +1% = 14,5% per annum (15%)	ROIC (excl AUC) at SA WACC of 13,5% +2% = 15,5% per annum (30%)
	25%	ROIC (excl AUC) at US WACC of 8% per annum (0%)	ROIC (excl AUC) at US WACC of 8% +0,5% = 8,5% per annum (10%)	ROIC (excl AUC) at US WACC of 8% +1% = 9% per annum (20%)
Relative TSR measured against the peer group	25%	50 <sup>th</sup> percentile of the index (12,5%)	60 <sup>th</sup> percentile of the index (25%)	75 <sup>th</sup> percentile of the index (50%)

All prescribed officers and executive directors of Sasol must meet minimum shareholding requirements.

In terms of the rules of the Plan, the participants have to decline such an award within ten business days after the award date, failing which the award will be deemed to have been accepted.

The rules of the Plan are available on the Sasol website at [www.sasol.com](http://www.sasol.com).

The following awards have been made to prescribed officers and directors of Sasol and major subsidiaries:

<b>Award date:</b>	27 September 2021
<b>Acceptance date:</b>	08 October 2021
<b>Vesting periods:</b>	In respect of performance shares (65% of the award): 50% after 3 years and the balance after 5 years In respect of time restricted shares (35% of the award): 100% after 5 years
<b>Class of securities:</b>	Sasol ordinary shares
<b>Nature of transaction:</b>	Annual LTI Award (off-market)
<b>Price per share:<sup>1</sup></b>	R249.12
<b>Nature and extent of interest:</b>	Direct beneficial

<b>Surname and initials</b>	<b>Company and designation</b>	<b>Number of shares</b>	<b>Total value of the transaction (ZAR)<sup>2</sup></b>
Brand, H C	Sasol Limited: Prescribed officer	26 933	6 709 871.65
Grobler, F R	Sasol Limited: Director	63 221	15 749 752.19
Kahla, V D	Sasol Limited: Director Sasol South Africa Limited: Director Sasol Oil (Pty) Ltd: Director	32 160	8 012 115.73
Klingenberg, B E	Sasol Limited: Prescribed officer Sasol Chemicals (USA) LLC: Director Sasol Oil (Pty) Ltd: Director	37 487	9 338 879.05
Mabelane, B P	Sasol Limited: Prescribed officer Sasol Oil (Pty) Ltd: Director	32 010	7 974 655.78
Mokoena, C K	Sasol Limited: Prescribed officer Sasol South Africa Limited: Director Sasol Oil (Pty) Ltd: Director	26 418	6 581 372.67
Victor, P	Sasol Limited: Director	40 957	10 203 409.29

Note 1 Strike price per share is nil. The shares were awarded at R249.12 being the closing price on 23 September 2021.

Note 2 The total transaction value is the price per share multiplied by the number of Sasol ordinary shares / ADRs awarded.

<b>Award date:</b>	27 September 2021
<b>Acceptance date:</b>	08 October 2021
<b>Vesting periods:</b>	In respect of performance shares (65% of the award): 50% after 3 years and the balance after 5 years In respect of time restricted shares (35% of the award): 100% after 5 years
<b>Class of securities:</b>	Sasol American Depository Receipts (ADRs)
<b>Nature of transaction:</b>	Annual LTI Award (off-market)
<b>Price per ADR:<sup>1</sup></b>	US\$16.52
<b>Nature and extent of interest:</b>	Direct beneficial

Surname and initials	Company and designation	Number of shares	Total value of the transaction (USD) <sup>2</sup>
Griffith, B V	Sasol Limited: Prescribed officer	35 267	582 617.90

Note 1 Strike price per share is nil. The shares were awarded at US\$16.52 being the closing price on 24 September 2021.

Note 2 The total transaction value is the price per share multiplied by the number of Sasol ordinary shares / ADRs awarded.

The following annual share awards have been made to directors and the company secretary of major subsidiaries of Sasol Limited:

<b>Award date:</b>	27 September 2021
<b>Acceptance date:</b>	08 October 2021
<b>Vesting periods:</b>	50% after 3 years and the balance after 5 years <sup>2</sup> 100% after 3 years <sup>3</sup> 25% - 30% of the award is subject to the achievement of corporate performance targets to be achieved over the 3-year performance period
<b>Class of securities:</b>	Sasol ordinary shares
<b>Nature of transaction:</b>	Annual LTI Award (off-market)
<b>Price per share:</b> <sup>1</sup>	R249.12
<b>Nature and extent of interest:</b>	Direct beneficial

Surname and initials	Company and designation	Number of shares	Total value of the transaction (ZAR) <sup>4</sup>
Baijnath, B <sup>2</sup>	Sasol South Africa Limited: Director Sasol Oil (Pty) Ltd: Director	10 786	2 687 127.08
Booley, T <sup>2</sup>	Sasol South Africa Limited: Director	10 796	2 689 624.41
Du Toit, M <sup>3</sup>	Sasol Limited: Company Secretary Sasol South Africa Limited: Company Secretary	6 221	1 549 933.81
Khoele, G L <sup>3</sup>	Sasol Oil (Pty) Ltd: Director	5 479	1 365 131.39
Laxa, R M <sup>2</sup>	Sasol South Africa Limited: Director	11 053	2 753 646.87
Mokomela, D T <sup>3</sup>	Sasol South Africa Limited: Director	5 527	1 376 936.95
Ndwammbi, N G <sup>2</sup>	Sasol South Africa Limited: Director Sasol Oil (Pty) Ltd: Director	9 242	2 302 538.26
Powys, M L <sup>3</sup>	Sasol Oil (Pty) Ltd: Director	4 430	1 103 819.86
Stofberg, N <sup>3</sup>	Sasol Chemicals (USA) LLC: Director	7 543	1 879 354.34
Vilakazi, P M <sup>3</sup>	Sasol Oil (Pty) Ltd: Director Sasol South Africa Limited: Director	8 322	2 073 237.96

Note 1 Strike price per share is nil. The shares were awarded at R249.12 being the closing price on 23 September 2021.

Note 4 The total transaction value is the price per share multiplied by the number of Sasol ordinary shares / ADRs awarded.

<b>Award date:</b>	27 September 2021
<b>Acceptance date:</b>	08 October 2021
<b>Vesting periods:</b>	50% after 3 years and the balance after 5 years 30% of the award is subject to the achievement of corporate performance targets to be achieved over the 3 year performance period
<b>Class of securities:</b>	Sasol American Depository Receipts (ADRs)
<b>Nature of transaction:</b>	Annual LTI Award (off-market)
<b>Price per ADR</b> <sup>1</sup>	US\$16.52
<b>Nature and extent of interest:</b>	Direct beneficial

<b>Surname and initials</b>	<b>Company and designation</b>	<b>Number of shares</b>	<b>Total value of the transaction (USD)<sup>2</sup></b>
Stouder, E	Sasol Chemicals (USA) LLC: Director	14 092	232 802.80

Note 1 Strike price per share is nil. The shares were awarded at US\$16.52 being the closing price on 24 September 2021.

Note 2 The total transaction value is the price per share multiplied by the number of Sasol ordinary shares / ADRs awarded.

Clearance to deal has been obtained for all the transactions set out above in terms of paragraph 3.66 of the JSE Listings Requirements.

27 September 2021  
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Sponsor: Merrill Lynch South Africa (Pty) Limited t/a BofA Securities