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Progress Towards Meeting Charter Objectives





Presentation Contents

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- Overview of Sasol Oil's Business
- Sasol Oil Progress on the Charter
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- Progress on Management Control
- Progress on Employment Equity and Skills Development
- Progress on Preferential Procurement
- Progress on Enterprise Development
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- Journey Going Forward.....



Sasol Oil's Value Chain

Upstream Sasol Operations

Sasol Oil



CTL Production (Chemical and Fuel Components)



Blending and Storage



4 x Depots



Natref (JV Total)



40% of South Africa's Liquid Fuels production



Sasol Oil Progress on the Charter

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- Sasol Oil has Achieved notable success in the realization of the Charter Objectives:
 - *Equity across the entire value chain*
 - *Full Transformation of the Sasol Oil Board and Executive Committee*
 - *Significant contribution to employment equity*
 - *Notable inroads with respect to Preferential Procurement including Crude Oil and final product*
 - *Good contribution on Enterprise Development*
 - *Taking up challenge of making energy accessible to rural communities through the introduction of Integrated Energy centres.*

Sasol Oil has been evaluated as a Level 4 Contributor

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Progress on equity ownership



Tshwarisano “Pulling together “ – our empowerment partners

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TSHWARISANO LFB

SASOL LIMITED

25%

75%

100%

Composition

- It is a broad-based BEE group consisting of:
 - ±150 000 direct shareholders
 - ± 2 800 000 indirect beneficiaries
- The demographics are:
 - 54% women
 - Substantial rural representation
 - 3% youth
 - 2% disabled
- disadvantaged South Africans

SASOL OIL (PTY) LTD

About the Transaction...

- BEE transaction with Tshwarisano effective from 1 July 2006
- Value of the transaction is R 1.5 billion
- Largest BEE transaction in the liquid fuels industry in South Africa
- Ownership - 25% BEE ownership across value chain

25% Equity Achieved

Sasol's facilitation of BEE transaction



- Equity contribution by BEE partners to the value of R310 million
- Exercise full voting rights immediately
- Senior debt R1.1 billion guaranteed by Sasol
- About R690 million of the debt has been paid in four years

Sasol's contribution to Tshwarisano	R million
A: Funds Injected / Used	
Cost of guarantee	170
Transaction costs	80
Cash contributions (facilitation to buy shares on behalf of some broad-based groups)	31
TOTAL	281
B: Interest Benefit Savings	R450

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Progress on management control





Black representation at Board & Exco level

Representation at Board level



Hixonia Nyasulu



Nolitha Fakude



Christine Ramon



Maurice Radebe



Reuel Khoza



Pieter Basson



Penuell Maduna
Deputy Chairman



Vusi Cwane



Andre de Ruyter
Chairman



Henri Loubser



Ernst
Oberholster



Zam Denga

- **66%** total black representation
- **25%** black women representation

Representation at Exco level



Maurice Radebe
Managing Director



Pieter Basson



Vusi Cwane



Esther Letlape



Thabiet Booley



Natalie Naidoo



Senzo Ncube



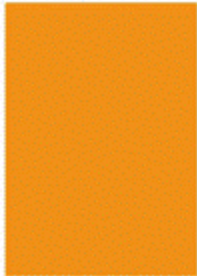
Danie Cronje

- **75%** total black representation
- **25%** black women representation

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***Progress on employment equity
and skills development***



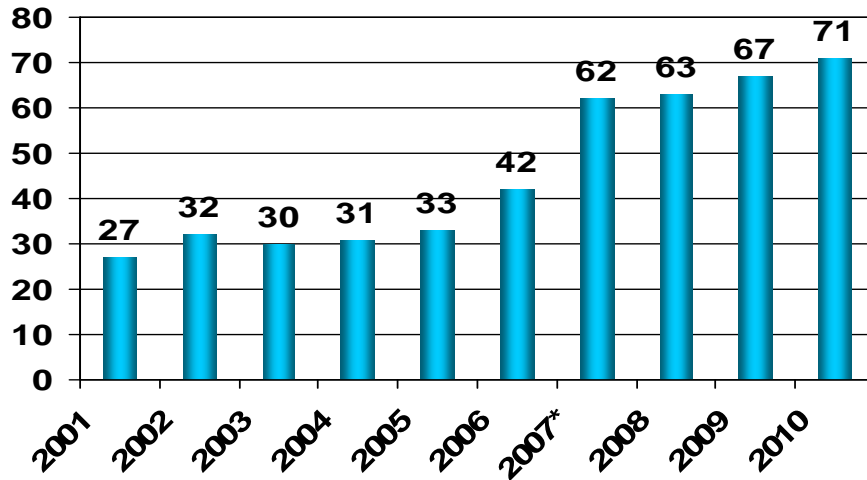


Employment equity



Employment Equity – Black Representation

Level just below Supervisor to Executive Management



71% of Sasol Oil's TOTAL EMPLOYEES

Management Category	% of Black	% of Women
Top Management	75%	0%
Senior Management	56%	11%
Middle Management	57%	23%
Junior Management	68%	31%



Skills Development

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Skills Development - Bursary

- *R 50 million spent in 2010 to build capacity*
- *608 Bursars sponsored*
- *58% Black Students*
- *Key Focus Areas*
 - *Engineering*
 - *Chemistry*
 - *Geology*

Skills Development – Developing Black Talent

- *Sasol Leadership Development Programme*
- *Sasol Executive Development Programme*
- *Joint Sasol DME Bursary Scheme*
- *ALDP - Exclusively for Black Employees*

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Progress on preferential procurement

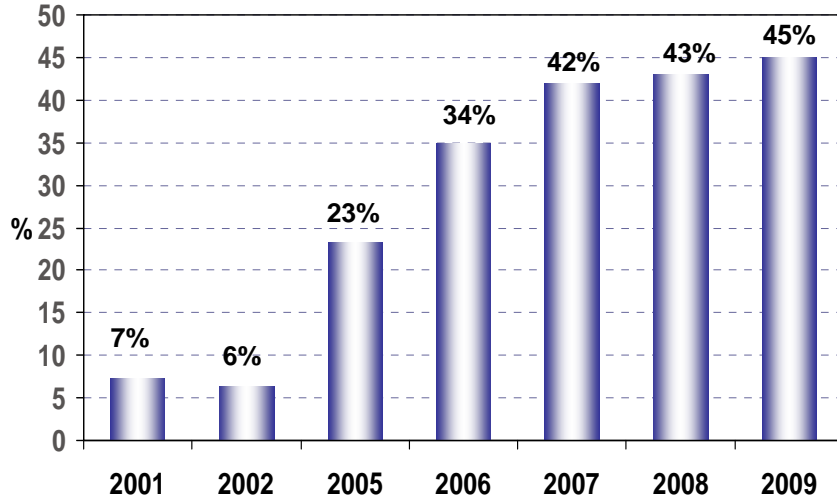




Preferential Procurement



Progress on preferential procurement: controllable spend



Procurement spend on Crude Oil Procurement

% BEE Crude Oil Procurement

	FY07/08	FY09/10
Spot Crude Oil Imports	30%	68%
Refined Products Imports	20%	32%

Approximately 34% of all Crude Oil and Products Imports are sourced from BEE Companies



There has been a significant increase in controllable spend directed to BEE suppliers

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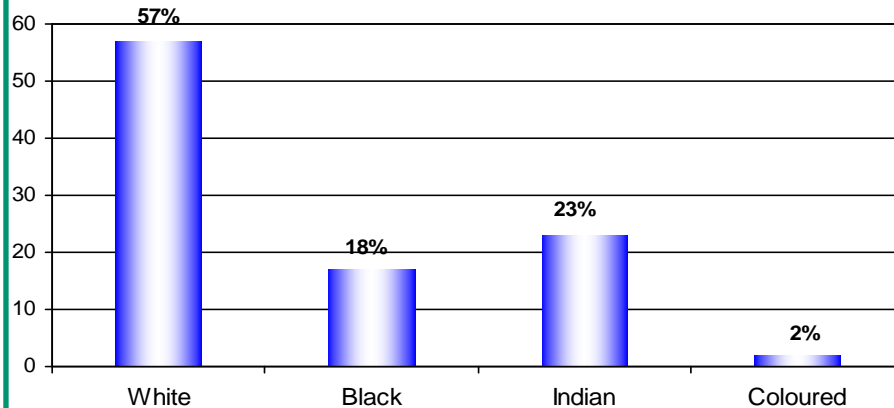
***Progress on enterprise
development***





Enterprise Development Progress

BEE participation in Sasol/Exel retail network (408 sites)



43% of retail sites are operated by black dealers

26% of retail sites are operated by women dealers

Empowering emerging fuel and gas Non Refining Wholesalers



Fair opportunity created for HDSA companies

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Corporate Social Investment



Sasol's Integrated Energy Centre's (leCs)

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- Objective = make energy accessible to rural communities
- Product bouquet and services:
 - *IP, candles, LPG, petrol and diesel & provide energy-related training and advisory services*
 - *Staff training and development needs supported by Sasol through the Sasolburg Academy*
- Total investment of **R18 million** in leCs located within government identified poverty nodes
- Sasol Oil board approved a further R5 million to continue expanding this initiative
 - *Ulundi in KwaZulu Natal*
- Impact of the leC's on the Community
 - *Serve as an economic hub for activities beyond energy provision*
 - *Make energy accessible to other key services e.g. pension payouts*

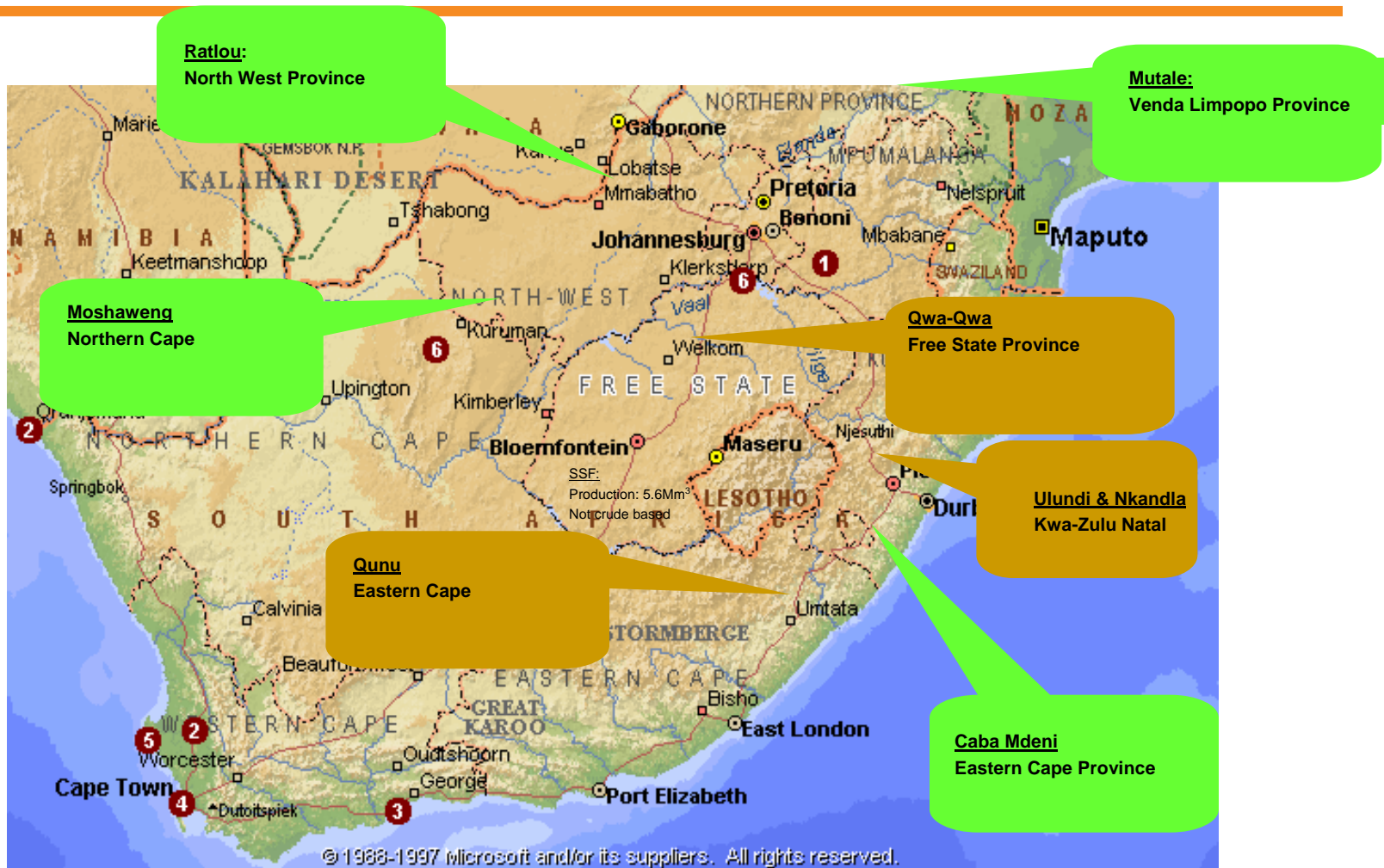


Sasol's Integrated Energy Centre's

- ***Caba Mdeni in the Eastern Cape***
- ***Laxey in the Northern Cape***
- ***Mutale in Limpopo***
- ***Makgobistad in the North-West Province***
- ***Qunu in Eastern Cape (under construction)***



Sasol Sponsored leCs



All leC are located in poverty nodes as identified by the government



Journey going forward...

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- Accelerate Women representation in the Management Structures
- On Enterprise Development – facilitate increased access of petrol station ownership by HDSA population
- On rural development – make leC's an economic hub to ensure sustainability



Q&A

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THANK YOU