

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
---	---	---

Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	▶ ☒
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	▶ ☐

Part II	Basic Plan Information—enter all requested information										
1a Name of plan <u>SAVINGS & INVESTMENT PLAN OF SASOL (USA) CORPORATION</u> 2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>SASOL USA CORPORATION</u> <u>12120 WICKCHESTER LANE</u> <u>HOUSTON, TX 77079</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>002</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>08/01/1984</u></td> </tr> <tr> <td colspan="2">2b Employer Identification Number (EIN) <u>46-2043151</u></td> </tr> <tr> <td colspan="2">2c Plan Sponsor's telephone number <u>281-588-3000</u></td> </tr> <tr> <td colspan="2">2d Business code (see instructions) <u>325100</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>002</u>	1c Effective date of plan <u>08/01/1984</u>		2b Employer Identification Number (EIN) <u>46-2043151</u>		2c Plan Sponsor's telephone number <u>281-588-3000</u>		2d Business code (see instructions) <u>325100</u>	
1b Three-digit plan number (PN) ▶	<u>002</u>										
1c Effective date of plan <u>08/01/1984</u>											
2b Employer Identification Number (EIN) <u>46-2043151</u>											
2c Plan Sponsor's telephone number <u>281-588-3000</u>											
2d Business code (see instructions) <u>325100</u>											

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2022	VICTOR LOUW
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2021)
v. 210624

3a Plan administrator's name and address ☐ Same as Plan Sponsor BENEFITS ADMINISTRATION COMMITTEE OF SASOL (USA) CORPORATION 12120 WICKCHESTER LANE HOUSTON, TX 77079		3b Administrator's EIN 46-2043151	
		3c Administrator's telephone number 281-588-3000	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	2027
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	1282
a(2) Total number of active participants at the end of the plan year		6a(2)	1267
b Retired or separated participants receiving benefits.....		6b	28
c Other retired or separated participants entitled to future benefits		6c	651
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	1946
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	2
f Total. Add lines 6d and 6e		6f	1948
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	1869
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	73
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2T			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2021
		This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan SAVINGS & INVESTMENT PLAN OF SASOL (USA) CORPORATION	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 SASOL USA CORPORATION	D Employer Identification Number (EIN) 46-2043151	

Part I	Service Provider Information (see instructions)
---------------	--

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	94356	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

NFP RETIREMENT INC

33-0905143

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	INVESTMENT ADVISOR	87500	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

HAM, LANGSTON & BREZINA, L.L.P.

76-0448495

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	ACCOUNTANT/AUDITOR	15035	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

NORTON ROSE FULBRIGHT

74-1201087

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29	ATTORNEY/LEGAL	7445	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
60 64 65	RECORDKEEPER	-68648	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AM CENT SM CAP VAL I - AMERICAN CE 44-0619208	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
CRLN E SM CAP GR I - U.S. BANK N.A 31-0841368	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
HARBOR CAP APP INST - HARBOR SERVI 34-1953399	0.10%	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
JH DSCPL VAL MDCP I - JOHN HANCOCK 01-0233346	0.10%

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
MFS VALUE R4 - MFS SERVICE CENTER 04-2865649	0.15%

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
---	--	--

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan <u>SAVINGS & INVESTMENT PLAN OF SASOL (USA) CORPORATION</u>	B Three-digit plan number (PN) ►	<u>002</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>SASOL USA CORPORATION</u>	D Employer Identification Number (EIN) <u>46-2043151</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
---------------	--

a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INVESCO GRP TRUST FOR RET. SAVINGS</u>		
b Name of sponsor of entity listed in (a): <u>INVESCO NATIONAL TRUST CO.</u>		
c EIN-PN <u>61-1246990-217</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4397909</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INVESCO GRP TRUST FOR RET. SAVINGS</u>		
b Name of sponsor of entity listed in (a): <u>INVESCO NATIONAL TRUST CO.</u>		
c EIN-PN <u>61-1246990-224</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4307528</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INVESCO GRP TRUST FOR RET. SAVINGS</u>		
b Name of sponsor of entity listed in (a): <u>INVESCO NATIONAL TRUST CO.</u>		
c EIN-PN <u>61-1246990-244</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4300374</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INVESCO GRP TRUST FOR RET. SAVINGS</u>		
b Name of sponsor of entity listed in (a): <u>INVESCO NATIONAL TRUST CO.</u>		
c EIN-PN <u>61-1246990-215</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>41139378</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INVESCO GRP TRUST FOR RET. SAVINGS</u>		
b Name of sponsor of entity listed in (a): <u>INVESCO NATIONAL TRUST CO.</u>		
c EIN-PN <u>61-1246990-219</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4300920</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INVESCO GRP TRUST FOR RET. SAVINGS</u>		
b Name of sponsor of entity listed in (a): <u>INVESCO NATIONAL TRUST CO.</u>		
c EIN-PN <u>61-1246990-212</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>8747985</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INVESCO GRP TRUST FOR RET. SAVINGS</u>		
b Name of sponsor of entity listed in (a): <u>INVESCO NATIONAL TRUST CO.</u>		
c EIN-PN <u>61-1246990-207</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4435522</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: INVESCO GRP TRUST FOR RET. SAVINGS

b Name of sponsor of entity listed in (a): INVESCO NATIONAL TRUST CO.

c EIN-PN 61-1246990-225	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4304015
--------------------------------	------------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE: INVESCO GRP TRUST FOR RET. SAVINGS

b Name of sponsor of entity listed in (a): INVESCO NATIONAL TRUST CO.

c EIN-PN 61-1246990-218	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 8755742
--------------------------------	------------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE: FID GROWTH CO POOL

b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY

c EIN-PN 04-3022712-135	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 85729629
--------------------------------	------------------------	--

a Name of MTIA, CCT, PSA, or 103-12 IE: SMALL CAP VAL II I1

b Name of sponsor of entity listed in (a): WILMINGTON TRUST, N.A.

c EIN-PN 38-4097325-488	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 9530952
--------------------------------	------------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
--	--	--

For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>		
A Name of plan <u>SAVINGS & INVESTMENT PLAN OF SASOL (USA) CORPORATION</u>	B Three-digit plan number (PN) ►	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>SASOL USA CORPORATION</u>	D Employer Identification Number (EIN) <u>46-2043151</u>	

Part I	Asset and Liability Statement
---------------	--------------------------------------

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions.....	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	2753369	1495960
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	4110448	3518210
(9) Value of interest in common/collective trusts	1c(9)	93164334	179949954
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	333878224	274622338
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	433906375	459586462

Liabilities

g Benefit claims payable	1g	0	0
h Operating payables	1h	46568	41789
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	1570
k Total liabilities (add all amounts in lines 1g through 1j)	1k	46568	43359

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	433859807	459543103
---	-----------	-----------	-----------

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	9114073	
(B) Participants	2a(1)(B)	12932378	
(C) Others (including rollovers).....	2a(1)(C)	11913133	
(2) Noncash contributions.....	2a(2)	0	33959584
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	298	
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	169856	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		170154
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	15157351	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		15157351
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		3909793
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		34734206
c Other income.....	2c		0
d Total income. Add all income amounts in column (b) and enter total.....	2d		87931088
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	61873866	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other.....	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		61873866
f Corrective distributions (see instructions).....	2f		161
g Certain deemed distributions of participant loans (see instructions).....	2g		60353
h Interest expense.....	2h		0
i Administrative expenses: (1) Professional fees.....	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Investment advisory and management fees.....	2i(3)	272079	
(4) Other.....	2i(4)	41333	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		313412
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		62247792
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		25683296
l Transfers of assets:			
(1) To this plan.....	2l(1)		0
(2) From this plan.....	2l(2)		0

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: HAM, LANGSTON & BREZINA, L.L.P.

(2) EIN: 76-0448495

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n		X	
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.			

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
---	--	---

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan SAVINGS & INVESTMENT PLAN OF SASOL (USA) CORPORATION	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 SASOL USA CORPORATION	D Employer Identification Number (EIN) 46-2043151

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107	
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.	
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☐ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☐ N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☐ No
--	-----------------------------------	-----------------------------------	-------------------------------	-----------------------------

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:

Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

**THE RETIREMENT PLAN OF
SASOL (USA) CORPORATION**

**FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULES
WITH INDEPENDENT AUDITOR'S REPORT
As of and for the Years Ended December 31, 2021 and 2020**

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

TABLE OF CONTENTS

	<u>Page</u>
Independent Auditor's Report	1
Statements of Net Assets Available for Benefits As of December 31, 2021 and 2020	4
Statements of Changes in Net Assets Available for Benefits For the Years Ended December 31, 2021 and 2020	5
Statement of Accumulated Plan Benefits As of December 31, 2020	6
Statement of Changes in Accumulated Plan Benefits For the Year Ended December 31, 2020	7
Notes to Financial Statements	8
Supplemental Schedules*:	
Schedule H, Line 4i – Schedule of Assets (Held at End of Year) As of December 31, 2021	17
Schedule H, Line 4j – Schedule of Reportable Transactions For the Year Ended December 31, 2021	18

* All other schedules required by 29 CFR 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act have been omitted because they are not applicable.

INDEPENDENT AUDITOR'S REPORT

The Benefits Administration Committee of the
Retirement Plan Sasol (USA) Corporation:

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements

We have performed an audit of the financial statements of the Retirement Plan of Sasol (USA) Corporation (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year then ended, and the statement of accumulated plan benefits as of December 31, 2020, and the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements (2021 financial statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 8 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section:

- The amounts and disclosures in the accompanying 2021 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).
- The information in the accompanying 2021 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

INDEPENDENT AUDITOR'S REPORT, continued

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the 2021 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

INDEPENDENT AUDITOR'S REPORT, continued

Other Matters

2021 Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2021 and Schedule H, Line 4j – Schedule of Reportable Transactions for the year ended December 31, 2021, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 11, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Hamm, Langston & Brazina, LLP

Houston, Texas

October 10, 2022

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2021 AND 2020

	<u>2021</u>	<u>2020</u>
ASSETS		
Investments, at fair value (See Notes 3 and 5):		
Mutual funds	\$ 170,569,021	\$ 203,691,066
Common collective trust funds	72,769,604	56,850,488
Limited partnerships	<u>22,429,847</u>	<u>14,906,631</u>
Total investments, at fair value	<u>265,768,472</u>	<u>275,448,185</u>
Accrued investment income	<u>169,736</u>	<u>222,413</u>
Total assets	<u>265,938,208</u>	<u>275,670,598</u>
LIABILITIES		
Administrative expenses payable	<u>399,914</u>	<u>381,151</u>
Net assets available for benefits	<u>\$ 265,538,294</u>	<u>\$ 275,289,447</u>

The accompanying notes are an integral part of these financial statements.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2021 AND 2020

	<u>2021</u>	<u>2020</u>
Investment income:		
Interest and dividends	\$ 9,169,620	\$ 7,630,780
Net appreciation in fair value of investments (See Note 3)	<u>26,220,106</u>	<u>21,817,404</u>
Total investment income	<u>35,389,726</u>	<u>29,448,184</u>
Deductions from net assets attributed to:		
Administrative expenses	1,569,479	1,502,870
Benefit payments	<u>43,571,400</u>	<u>43,251,109</u>
Total deductions	<u>45,140,879</u>	<u>44,753,979</u>
Net decrease in net assets available for benefits	(9,751,153)	(15,305,795)
Net assets available for benefits, beginning of year	<u>275,289,447</u>	<u>290,595,242</u>
Net assets available for benefits, end of year	<u>\$ 265,538,294</u>	<u>\$ 275,289,447</u>

The accompanying notes are an integral part of these financial statements.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION
STATEMENT OF ACCUMULATED PLAN BENEFITS
DECEMBER 31, 2020*

Actuarial present value of accumulated plan benefits:

Vested benefits:

Participants currently receiving payments	\$ 5,607,627
Other participants	<u>148,136,453</u>

Total vested benefits	153,744,080
-----------------------	-------------

Non-vested benefits	<u>4,607,144</u>
---------------------	------------------

Total actuarial present value of accumulated plan benefits	<u>\$ 158,351,224</u>
--	-----------------------

* The Plan presents accumulated plan benefits using beginning of year actuarial data.

The accompanying notes are an integral part of these financial statements.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION
STATEMENT OF CHANGES IN ACCUMULATED PLAN BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 2020*

Actuarial present value of accumulated plan benefits at beginning of year	\$ 162,009,896
Increase (decrease) during the period attributable to:	
Benefit payments	(43,251,109)
Increase in interest due to decrease in discount period	10,528,826
Benefits accumulated and plan experience	31,219,803
Changes in actuarial assumptions	<u>(2,156,192)</u>
Net decrease	<u>(3,658,672)</u>
Actuarial present value of accumulated plan benefits at end of year	<u>\$ 158,351,224</u>

* The Plan presents changes in accumulated plan benefits using beginning of year actuarial data.

The accompanying notes are an integral part of these financial statements.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

1. Plan Description

The following brief description of the Retirement Plan of Sasol (USA) Corporation (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for more complete information.

General

The Plan is a noncontributory defined benefit pension plan and covers substantially all employees of Sasol (USA) Corporation (the "Company") and its subsidiaries, except for the following: (1) any employee covered by a collective bargaining agreement that does not provide for participation in the Plan; (2) an employee who is not a citizen or a resident alien of the United States; (3) any employee who is a leased employee; and (4) any employee who is classified as an expatriate. Effective January 1, 2017 the Plan document was amended and restated to include all prior amendments and comply with the latest tax laws and regulations. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

Eligibility

Generally, employees enter the Plan on the first day of the month following their first hour of service provided they are scheduled to complete more than 1,000 hours of service during their first 12-month period of employment. Employees scheduled to complete fewer than 1,000 hours of service during their first 12 months of employment, but who complete 1,000 hours of service during such period, shall enter the Plan on the first day of the month following completion of 1,000 hours. Employees scheduled to complete fewer than 1,000 hours of service during their first 12 months of employment and who do not complete 1,000 hours of service during such period, shall enter the Plan on the first day of the Plan year following completion of the 1,000 hours of service requirement.

Retirement and Other Benefits

The Plan includes a cash balance plan feature. All employees, excluding Lake Charles Production and Maintenance Union employees, hired on or after January 1, 2000, are automatically enrolled under the cash balance feature. Active employees as of December 31, 1999, were offered the option to remain in the traditional plan design or to enroll in the new cash balance plan design on or before March 31, 2000. Active employees electing not to enroll in the new cash balance plan design remained in the traditional plan design. The Plan permits distributions of a participant's cash balance account upon termination, provided the participant is 100% vested.

Under the traditional plan design, benefits are generally calculated with a formula based upon the number of years of credited service multiplied by 1.2% of the participant's highest three-year average compensation plus 0.4% of the excess of the participant's highest three-year average compensation over a determined breakpoint, multiplied by the participant's years of credited service, capped at 35 years. Effective January 1, 2011, the Plan was amended to change the formula for calculating benefits under the traditional plan design. As amended, benefits on credited service earned prior to January 1, 2011 were not affected. Benefits on credited service earned on or after January 1, 2011 are calculated based upon the number of years of credited service earned after January 1, 2011 multiplied by 1.0% of the participant's highest three-year average compensation plus 0.4% of the excess of the participant's highest three-year average compensation over a determined breakpoint, multiplied by the participant's years of credited service, capped at 35 years. Other factors, such as date of hire, that affect the general formula are more fully explained in the Plan document.

Employees with three or more years of credited vesting service are entitled to annual pension benefits upon normal retirement at age 65. The Plan permits early retirement from ages 50 to 64 based on years of service and date of hire, as defined by the Plan. The Plan also allows for disability retirement if the employee is totally disabled after attaining age 40 and has completed 10 years of credited vesting service.

Under the cash balance plan design, cash balance accounts are generally calculated using a formula based upon pay credits and interest credits, which are applied to participants' accounts throughout their careers. Pay credits are earned based on age and years of credited service at the beginning of each calendar year. The calculation is based upon compensation received during the completed year multiplied by pay credits. Interest credits are earned each quarter and are based upon the average annual yield of the 30-year treasury bond for the month preceding the quarter, subject to a minimum rate of 5.00%.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

1. Plan Description, continued

Participant's Account

Under the Plan provisions, amounts are credited by the Company to the participants' hypothetical accounts. The accounts are allocated compensation credits and interest credits at the end of every quarter. The compensation credits are allocated based on a percentage of the participants' certified compensation as defined in the plan document for that particular quarter. The applicable percentage ranges from 6% to 15% and is based on the participants' age plus years of credited service (as defined in the plan document) at the end of the quarter. Age and credited service are determined in whole years at the end of the quarter. Participants' hypothetical accounts also receive annual interest credits of 5% that is calculated at the end of every quarter.

Vesting

Participants under the cash balance plan become 100% vested upon completion of three years of credited vesting service or upon reaching age 65 while employed with the Company. Participants under the traditional plan design become 100% vested upon completion of five years of credit vesting service. Forfeitures arising under the Plan because of termination of employment prior to reaching the applicable years of credited vesting service shall be applied to reduce the cost of the Plan.

Payment of Retirement Benefits

The normal form of benefit is an actuarial equivalent straight life annuity for single participants and an actuarial equivalent 50% joint and survivor annuity for married participants. Unless a married participant elects in writing with notarized spousal consent to receive an alternate form of payment, the benefits are payable in the form of a qualified joint and survivor annuity with the spouse as the beneficiary. Certain general and temporary limitations exist on the benefits described above and are more fully explained in the Plan document. Participants may also elect other benefit options, including a lump sum payment, as described in the Plan document. Early retirement benefits are determined as discussed above and are reduced in accordance with Plan provisions.

2. Plan Administration

The Plan is administered by the Benefits Administration Committee (the "Committee") which is appointed by the board of directors of the Company. SEI Private Trust Company (the "Trustee" or "SEI") serves as the Plan's trustee. Definiti LLC (formerly, Retirement Horizons, Inc.) serves as the Plan's recordkeeper and actuary.

Funding Policy

The Company contributes such amounts as are necessary, based on actuarial calculations, to provide the Plan with assets sufficient to meet the benefits to be paid to Plan participants and their beneficiaries. The contributions to the Plan are based on the limitations of maximum tax-deductible contributions and minimum required contributions determined by the actuary. The yield (interest, dividends, and net realized and unrealized gains and losses) on Plan investments in excess of amounts established in the actuarial assumptions, plus any gains resulting from forfeiture of nonvested benefits, serve to reduce future contributions that would otherwise be required to provide the defined level of benefits under the Plan. The Company was not required and did not make any contributions for 2021 and 2020 as it met the minimum funding requirements of ERISA. Although it has not expressed any intention to do so, the Company has the right under the plan to discontinue its contributions at any time and to terminate the plan subject to the provisions set forth in ERISA.

Expenses

In accordance with the Plan document, all administrative expenses, unless paid by the Company at its discretion, are paid by the Plan. Expenses for Trustee and investment services amounted to \$1,569,479 and \$1,502,870 for the years ended December 31, 2021 and 2020, respectively. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statements of changes in net assets available for benefits. In addition, certain investment related expenses are included in net appreciation of fair value of investments presented in the accompanying statements of changes in net assets available for benefits.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

3. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein, disclosure of contingent assets and liabilities and the actuarial present value of accumulated benefits at the date of the financial statements. Actual results could differ from those estimates.

Benefit Payments

Benefit payments are recorded when paid.

Valuation of Investments and Income Recognition

Investments are recorded at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Shares of mutual funds are valued at quoted market prices, which represent the net asset value ("NAV") of shares held by the Plan at year-end. The Plan's interest in common collective trust funds are valued using NAV, as provided by the trust's investment advisors, as a practical expedient. The NAV is based on the fair values of the underlying investments of the trust at year-end.

The Plan is invested, as a limited partner, in the Ampersand 2001 Limited Partnership (the "2001 Limited Partnership"), the Ampersand 2011 Limited Partnership (the "2011 Limited Partnership"), the Ampersand 2014 Limited Partnership (the "2014 Limited Partnership"), the Ampersand 2018 Limited Partnership (the "2018 Limited Partnership") and the Ampersand CF Limited Partnership (the "CF Limited Partnership") (together, the "Limited Partnerships").

The Plan's interest in the Limited Partnerships was 8.4% and 5.4% of total Plan investments at December 31, 2021 and 2020, respectively.

The CF Limited Partnership will terminate on October 29, 2025, unless extended for one additional one-year period by the general partner. Any additional extensions require agreement by the general partner and a majority interest of the limited partners. The 2018 Limited Partnership will terminate on March 15, 2028, unless extended for up to two additional one-year periods by the general partner. Any additional extensions require agreement of the general partner and a majority interest of the limited partners. The 2014 Limited Partnership will terminate on January 24, 2026, unless extended for up to two additional one-year periods by agreement of the general partner and a majority of the limited partners. The 2011 Limited Partnership was scheduled to terminate on January 22, 2020, unless extended for up to two additional one-year periods by agreement of the general partner and a majority interest of the limited partners. The general partner and required interest of the limited partners consented to an extension to January 22, 2021 and effective January 23, 2021 commenced an orderly liquidation process. The 2001 Limited Partnership was to terminate on April 30, 2015 and effective May 1, 2015 commenced an orderly liquidation process.

Income (loss) is generally allocated 99% to the limited partners and 1% to the general partners, as long as aggregate net losses of the Limited Partnerships, as defined in the agreements, exceed aggregate net profit of the Limited Partnerships on a cumulative basis. Otherwise, such net profits and net losses will be allocated 80% to the limited partners and 20% to the general partners.

The Limited Partnerships acquire, hold, invest in, manage, dispose of, and otherwise deal in and with securities of all kinds and descriptions, including, in particular, securities of companies operating in the specialty materials and chemicals fields. The investments of the Limited Partnerships are valued at fair value using NAV as a practical expedient. The NAV is based on the fair value of the underlying investments held by the partnership, as determined by the general partner, based upon quoted market values, if available. Values estimated by the general partner in the absence of readily ascertainable market values may differ from values that would have been used had a ready market for the securities existed, and the differences could be material. The Limited Partnerships maintain the majority of cash balances with one financial institution and as of December 31, 2021 and 2020, balances of cash and cash equivalents at the respective financial institution exceeded the federally insured limit.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

3. Summary of Significant Accounting Policies, continued

Valuation of Investments and Income Recognition, continued

In the statements of changes in net assets available for benefits, the Plan presents net appreciation in fair value of investments, which consists of the realized gains and losses on investments sold during the year, as well as, the unrealized appreciation or depreciation on investments held at the end of the year. Purchases and sales are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

4. Risks and Uncertainties

The Plan provides for various investments in mutual funds, common collective trust funds and limited partnership interests. Investment securities in general are exposed to various risks, such as interest rate, credit, and overall market volatility risks. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is reasonably possible that changes in the values of investment securities in the near-term could materially affect investment balances reported in the statements of net assets available for benefits.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions processes, it is at least reasonably possible that changes in these estimates and assumptions in the near-term would be material to the financial statements.

5. Fair Value Measurements

Accounting Standards Codification Topic 820 ("ASC 820"), *Fair Value Measurements and Disclosures*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

- | | |
|---------|---|
| Level 1 | Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access. |
| Level 2 | <p>Inputs to the valuation methodology include:</p> <ul style="list-style-type: none">• Quoted prices for similar assets or liabilities in active markets;• Quoted prices for identical or similar assets or liabilities in inactive markets;• Inputs other than quoted prices that are observable for the asset or liability;• Inputs that are derived principally from or corroborated by observable market data by correlation or other means. <p>If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.</p> |
| Level 3 | Inputs to the valuation methodology are unobservable and significant to the fair value measurement |

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

5. Fair Value Measurements, continued

In determining fair value, the Plan generally uses the market approach, which uses prices and other relevant data based on market transactions involving identical or comparable assets and liabilities.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2021 and 2020.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Security Exchange Commission ("SEC"). These funds are required to publish their daily net asset value ("NAV") and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common collective trust funds: Valued at the NAV of units of a collective trust. The NAV, as provided by the Trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the investment adviser reserves the right to temporarily delay withdrawals from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

Limited Partnerships: The investments are valued at NAV as a practical expedient for measuring fair value. There are no readily available market quotations for these investments. The fair value is based on the Plan's ownership percentage of the underlying investments as provided by the fund managers.

The methods described above may produce fair value calculations that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets measured at fair value on a recurring basis as of December 31, 2021 and 2020:

Assets at Fair Value as of December 31, 2021			
	Level 1	Level 2	Level 3
Mutual funds	\$ 170,569,021	\$ -	\$ -
Investments measured at net asset value ^(a)			95,199,451
Total assets at fair value			\$ 265,768,472

Assets at Fair Value as of December 31, 2020			
	Level 1	Level 2	Level 3
Mutual funds	\$ 203,691,066	\$ -	\$ -
Investments measured at net asset value ^(a)			71,757,119
Total assets at fair value			\$ 275,448,185

(a) In accordance with ASC 820-10, certain investments that were measured using NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

5. Fair Value Measurements, continued

Fair Value of Investments in Entities that use NAV

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2021 and 2020.

	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency (if currently eligible)</u>	<u>Redemption Notice Period</u>
<u>December 31, 2021</u>				
Limited partnerships	\$ 22,429,847	\$ 420,000	N/A	N/A ^(b)
Common/collective trust funds:				
Structured Credit	27,878,357	-	N/A	N/A
Special Situations	18,836,216	-	N/A	N/A
Core Property	19,819,885	-	N/A	N/A
Global Private Assets V	<u>6,235,146</u>	<u>20,250,052</u>	N/A	N/A
	<u>\$ 72,769,604</u>	<u>\$ 20,250,052</u>		
<u>December 31, 2020</u>				
Limited partnerships	\$ 14,906,631	\$ 2,834,004	N/A	N/A ^(b)
Common/collective trust funds:				
Structured Credit	22,436,887	-	N/A	N/A
Special Situations	17,547,347	-	N/A	N/A
Core Property	15,798,797	-	N/A	N/A
Global Private Assets V	<u>1,067,457</u>	<u>24,026,082</u>	N/A	N/A
	<u>\$ 56,850,488</u>	<u>\$ 24,026,082</u>		

(b) Investments in limited partnerships may be redeemed at a value other than NAV based on numerous variables such as liquidation value and capital returns related to the investments. These investments cannot be redeemed with the investees at the Plan's discretion as the Plan receives distributions through the liquidation of the underlying assets of the investees.

6. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to the service which employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of deceased employees, and (c) present employees or their beneficiaries.

Benefits payable under all circumstances (retirement, death, and termination of employment) are included, to the extent they are deemed attributable to employee services rendered through the valuation date.

The actuarial present value of accumulated plan benefits is determined by the Plan's actuary, Definiti LLC, and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (in the event of death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment. The actuarial present value of accumulated plan benefits was calculated as of January 1, 2021 and accordingly, the Plan presents the Statement of Accumulated Plan Benefits and the Statement of Changes in Accumulated Plan Benefits using beginning of year actuarial data. Had the actuarial valuations been performed as of December 31, 2020, there would be no material differences. The changes in actuarial assumptions primarily represent a change in the mortality tables to Pri-2012 white collar mortality table projected generationally with Scale MP-2020 and a change in the post-2010 lump sum interest rate under the traditional formula from 4.25% to 4.00%.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

6. Actuarial Present Value of Accumulated Plan Benefits, continued

The significant actuarial assumptions underlying the actuarial valuation for January 1, 2021 are as follows:

Interest rate – pre-retirement	Discount rate	7.50%	
Interest rate – post-retirement	Lump sum interest rate (traditional formula):		
	Pre-2011	4.00%	
	Post-2010	4.00%	
Salary scale	<u>Age</u>		
	Less than 35	5.50%	
	36 – 50	4.00%	
	Over 50	2.50%	
	Weighted average	4.20%	
Social security wage base	3.50% per annum		
Cash balance account credits	5.00% per annum to project interest credits and the interest rate for actuarial equivalence conversion to normal form of payment.		
Demographic assumptions:			
Mortality rates	Pre-2011 lump sum – Plan defined mortality tables.		
	Post-2010 lump sum – 2021 IRS applicable mortality tables.		
	All other purposes – Pri-2012 white collar mortality table projected generationally with Scale MP-2020.		
Turnover	Percentage of employees withdrawing from employment during the year of age shown. No turnover is assumed once participant is retirement eligible.		
	<u>Age</u>	<u>Rate</u>	
	20	16%	
	25	12%	
	30	8%	
	35	6%	
	40	3%	
	45	3%	
	50	3%	
	55	3%	
	60	0%	
Disability rates	<u>Age</u>	<u>Male</u>	<u>Female</u>
	20	.03%	.03%
	25	.03%	.03%
	30	.03%	.04%
	35	.04%	.07%
	40	.08%	.13%
	45	.16%	.24%
	50	.33%	.40%
	55	.69%	.64%
	60	1.15%	.90%

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

6. Actuarial Present Value of Accumulated Plan Benefits, continued

Retirement rates – active participants	<u>Age</u>	<u>Rate</u>
	50-54	5%
	55-60	15%
	61	30%
	62	70%
	63	50%
	64	25%
	65	100%
Retirement rates – deferred vested participants	Earliest retirement date as defined by Plan provisions.	
Marriage assumptions	87% of participants are assumed to be married. Males are assumed to be three years older than their spouses.	
Asset valuation	Fair market value	

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

7. Termination of Plan

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

- 1) Benefits attributable to employee contributions, taking into account those paid out before termination.
- 2) Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.
- 3) Other vested benefits insured by the Pension Benefit Guaranty Corporation ("PBGC") (a U.S. government agency) up to the applicable limitations.
- 4) All other vested benefits (that is, vested benefits not insured by the PBGC).
- 5) All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the plan sponsor and the level of benefits guaranteed by the PBGC.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

8. Information Certified by the Trustee (Unaudited)

The Plan administrator has elected the method of annual reporting and compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, certain information related to investments disclosed in the financial statements and supplemental schedules, including investments held at December 31, 2021 and 2020, and net appreciation in fair value of investments and interest and dividends for the years then ended, was obtained from information supplied to the Plan administrator and certified as complete and accurate by the Trustee.

The Plan's independent accountants did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedules.

9. Federal Income Tax Status

The Plan obtained a determination letter dated October 28, 2015, in which the IRS stated that the Plan, as then designed, was in compliance with Section 401(a) of the Internal Revenue Code of 1986, as amended (the "Code") and is therefore exempt from Federal income taxes under provisions of Section 501(a). The Plan has been amended since receiving the determination letter. However, the Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Code.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the applicable taxing authority. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

10. Related-Party Transactions

Certain Plan investments are in mutual funds and common/collective trust funds managed by the Trustee, and therefore, such transactions qualify as party-in-interest transactions under ERISA. As described in Note 2, the Plan paid expenses to the trustee and advisors related to the plan operations. These transactions qualify as party-in-interest transactions, as defined by ERISA. Consequently, such transactions are covered by an exemption from the "prohibited" transactions provisions of ERISA and the Code.

11. Subsequent Events

Plan management has evaluated subsequent events through October 10, 2022, which is the date the financial statements were issued, and has concluded that there are no significant events to be reported.

SUPPLEMENTAL SCHEDULES

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2021

EIN: 46-2043151
PN: 001

(a)	(b) Identity of Issue, Borrower Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Par or Maturity Value	(d) Cost	(e) Current Value
Mutual funds:				
*	SEI Private Trust Company	SEI Intermediate Duration Credit Fund	\$ 53,532,678	\$ 56,570,552
*	SEI Private Trust Company	SIIT World Equity Ex US Fund	23,410,298	25,227,761
*	SEI Private Trust Company	SEI S&P 500 Index Fund	9,924,237	15,988,953
*	SEI Private Trust Company	SEI Limited Duration Bond Fund	11,314,840	11,294,955
*	SEI Private Trust Company	SEI Opportunistic Income Fund A	11,413,070	11,314,006
*	SEI Private Trust Company	SEI High Yield Bond Fund	9,097,297	9,087,192
*	SEI Private Trust Company	SIIT Emerging Markets Debt Fund	9,544,527	9,094,863
*	SEI Private Trust Company	SIIT US Equity Factor Allocation Fund	7,190,039	9,158,538
*	SEI Private Trust Company	SIIT Dynamic Asset Allocation Fund	6,952,075	9,138,800
*	SEI Private Trust Company	SEI Extended Market Index Fund	7,197,375	9,118,035
*	SEI Private Trust Company	SEI Emerging Markets Equity Fund	<u>3,867,662</u>	<u>4,575,366</u>
		Total mutual funds	<u>153,444,098</u>	<u>170,569,021</u>
Common collective trust funds:				
*	SEI Private Trust Company	SEI Structured Credit Collective Fund	2,749,162	27,878,357
*	SEI Private Trust Company	SEI Special Situations Collective Investment Trust Fund	13,540,000	18,836,216
*	SEI Private Trust Company	SEI Core Property Investment Trust Fund	7,100,000	19,819,885
*	SEI Private Trust Company	SEI Global Private Assets V Collective Investment Trust Fund	<u>4,749,948</u>	<u>6,235,146</u>
		Total common collective trust funds	<u>28,139,110</u>	<u>72,769,604</u>
	Ampersand CF Limited Partnership	Limited Partnership	7,255,656	11,076,743
	Ampersand 2018 Limited Partnership	Limited Partnership	5,122,178	10,175,692
	Ampersand 2014 Limited Partnership	Limited Partnership	412,688	1,014,341
	Ampersand 2011 Limited Partnership	Limited Partnership	59,518	156,178
	Ampersand 2001 Limited Partnership	Limited Partnership	<u>6,893</u>	<u>6,893</u>
		Total limited partnerships	<u>12,856,933</u>	<u>22,429,847</u>
		Total	<u>\$ 194,440,141</u>	<u>\$ 265,768,472</u>

* Represents party-in-interest transactions

See independent auditor's report

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION
SCHEDULE H, LINE 4j – SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED DECEMBER 31, 2021

EIN: 46-2043151
PN: 001

<u>(a) Identity of Party Involved</u>	<u>(b) Description of Asset</u>	<u>Transactions</u>	<u>(c) Purchase Price</u>	<u>(d) Selling Price</u>	<u>(g) Cost of Asset</u>	<u>(h) Current Value of Asset on Transaction Date</u>	<u>(i) Net Gain or (Loss)</u>
Series Transactions							
SEI Private Trust Company	World Equity Ex US Fund	7	\$ 6,020,405	\$ -	\$ 6,020,405	\$ 6,020,405	\$ -
SEI Private Trust Company	World Equity Ex US Fund	32	-	8,112,083	6,082,940	8,112,083	2,029,143
SEI Private Trust Company	Intermediate Duration Credit Fund	17	3,049,773	-	3,049,773	3,049,773	-
SEI Private Trust Company	Intermediate Duration Credit Fund	26	-	11,126,510	10,177,126	11,126,510	949,384

**THE RETIREMENT PLAN OF
SASOL (USA) CORPORATION**

**FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULES
WITH INDEPENDENT AUDITOR'S REPORT
As of and for the Years Ended December 31, 2021 and 2020**

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

TABLE OF CONTENTS

	<u>Page</u>
Independent Auditor's Report	1
Statements of Net Assets Available for Benefits As of December 31, 2021 and 2020	4
Statements of Changes in Net Assets Available for Benefits For the Years Ended December 31, 2021 and 2020	5
Statement of Accumulated Plan Benefits As of December 31, 2020	6
Statement of Changes in Accumulated Plan Benefits For the Year Ended December 31, 2020	7
Notes to Financial Statements	8
Supplemental Schedules*:	
Schedule H, Line 4i – Schedule of Assets (Held at End of Year) As of December 31, 2021	17
Schedule H, Line 4j – Schedule of Reportable Transactions For the Year Ended December 31, 2021	18

* All other schedules required by 29 CFR 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act have been omitted because they are not applicable.

INDEPENDENT AUDITOR'S REPORT

The Benefits Administration Committee of the
Retirement Plan Sasol (USA) Corporation:

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements

We have performed an audit of the financial statements of the Retirement Plan of Sasol (USA) Corporation (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year then ended, and the statement of accumulated plan benefits as of December 31, 2020, and the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements (2021 financial statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 8 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section:

- The amounts and disclosures in the accompanying 2021 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).
- The information in the accompanying 2021 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

INDEPENDENT AUDITOR'S REPORT, continued

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the 2021 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

INDEPENDENT AUDITOR'S REPORT, continued

Other Matters

2021 Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2021 and Schedule H, Line 4j – Schedule of Reportable Transactions for the year ended December 31, 2021, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 11, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Hamm, Langston & Brazina, LLP

Houston, Texas

October 10, 2022

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2021 AND 2020

	<u>2021</u>	<u>2020</u>
ASSETS		
Investments, at fair value (See Notes 3 and 5):		
Mutual funds	\$ 170,569,021	\$ 203,691,066
Common collective trust funds	72,769,604	56,850,488
Limited partnerships	<u>22,429,847</u>	<u>14,906,631</u>
Total investments, at fair value	<u>265,768,472</u>	<u>275,448,185</u>
Accrued investment income	<u>169,736</u>	<u>222,413</u>
Total assets	<u>265,938,208</u>	<u>275,670,598</u>
LIABILITIES		
Administrative expenses payable	<u>399,914</u>	<u>381,151</u>
Net assets available for benefits	<u>\$ 265,538,294</u>	<u>\$ 275,289,447</u>

The accompanying notes are an integral part of these financial statements.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2021 AND 2020

	<u>2021</u>	<u>2020</u>
Investment income:		
Interest and dividends	\$ 9,169,620	\$ 7,630,780
Net appreciation in fair value of investments (See Note 3)	<u>26,220,106</u>	<u>21,817,404</u>
Total investment income	<u>35,389,726</u>	<u>29,448,184</u>
Deductions from net assets attributed to:		
Administrative expenses	1,569,479	1,502,870
Benefit payments	<u>43,571,400</u>	<u>43,251,109</u>
Total deductions	<u>45,140,879</u>	<u>44,753,979</u>
Net decrease in net assets available for benefits	(9,751,153)	(15,305,795)
Net assets available for benefits, beginning of year	<u>275,289,447</u>	<u>290,595,242</u>
Net assets available for benefits, end of year	<u>\$ 265,538,294</u>	<u>\$ 275,289,447</u>

The accompanying notes are an integral part of these financial statements.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION
STATEMENT OF ACCUMULATED PLAN BENEFITS
DECEMBER 31, 2020*

Actuarial present value of accumulated plan benefits:

Vested benefits:

Participants currently receiving payments	\$ 5,607,627
Other participants	<u>148,136,453</u>

Total vested benefits	153,744,080
-----------------------	-------------

Non-vested benefits	<u>4,607,144</u>
---------------------	------------------

Total actuarial present value of accumulated plan benefits	<u>\$ 158,351,224</u>
--	-----------------------

* The Plan presents accumulated plan benefits using beginning of year actuarial data.

The accompanying notes are an integral part of these financial statements.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION
STATEMENT OF CHANGES IN ACCUMULATED PLAN BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 2020*

Actuarial present value of accumulated plan benefits at beginning of year	\$ 162,009,896
Increase (decrease) during the period attributable to:	
Benefit payments	(43,251,109)
Increase in interest due to decrease in discount period	10,528,826
Benefits accumulated and plan experience	31,219,803
Changes in actuarial assumptions	<u>(2,156,192)</u>
Net decrease	<u>(3,658,672)</u>
Actuarial present value of accumulated plan benefits at end of year	<u>\$ 158,351,224</u>

* The Plan presents changes in accumulated plan benefits using beginning of year actuarial data.

The accompanying notes are an integral part of these financial statements.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

1. Plan Description

The following brief description of the Retirement Plan of Sasol (USA) Corporation (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for more complete information.

General

The Plan is a noncontributory defined benefit pension plan and covers substantially all employees of Sasol (USA) Corporation (the "Company") and its subsidiaries, except for the following: (1) any employee covered by a collective bargaining agreement that does not provide for participation in the Plan; (2) an employee who is not a citizen or a resident alien of the United States; (3) any employee who is a leased employee; and (4) any employee who is classified as an expatriate. Effective January 1, 2017 the Plan document was amended and restated to include all prior amendments and comply with the latest tax laws and regulations. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

Eligibility

Generally, employees enter the Plan on the first day of the month following their first hour of service provided they are scheduled to complete more than 1,000 hours of service during their first 12-month period of employment. Employees scheduled to complete fewer than 1,000 hours of service during their first 12 months of employment, but who complete 1,000 hours of service during such period, shall enter the Plan on the first day of the month following completion of 1,000 hours. Employees scheduled to complete fewer than 1,000 hours of service during their first 12 months of employment and who do not complete 1,000 hours of service during such period, shall enter the Plan on the first day of the Plan year following completion of the 1,000 hours of service requirement.

Retirement and Other Benefits

The Plan includes a cash balance plan feature. All employees, excluding Lake Charles Production and Maintenance Union employees, hired on or after January 1, 2000, are automatically enrolled under the cash balance feature. Active employees as of December 31, 1999, were offered the option to remain in the traditional plan design or to enroll in the new cash balance plan design on or before March 31, 2000. Active employees electing not to enroll in the new cash balance plan design remained in the traditional plan design. The Plan permits distributions of a participant's cash balance account upon termination, provided the participant is 100% vested.

Under the traditional plan design, benefits are generally calculated with a formula based upon the number of years of credited service multiplied by 1.2% of the participant's highest three-year average compensation plus 0.4% of the excess of the participant's highest three-year average compensation over a determined breakpoint, multiplied by the participant's years of credited service, capped at 35 years. Effective January 1, 2011, the Plan was amended to change the formula for calculating benefits under the traditional plan design. As amended, benefits on credited service earned prior to January 1, 2011 were not affected. Benefits on credited service earned on or after January 1, 2011 are calculated based upon the number of years of credited service earned after January 1, 2011 multiplied by 1.0% of the participant's highest three-year average compensation plus 0.4% of the excess of the participant's highest three-year average compensation over a determined breakpoint, multiplied by the participant's years of credited service, capped at 35 years. Other factors, such as date of hire, that affect the general formula are more fully explained in the Plan document.

Employees with three or more years of credited vesting service are entitled to annual pension benefits upon normal retirement at age 65. The Plan permits early retirement from ages 50 to 64 based on years of service and date of hire, as defined by the Plan. The Plan also allows for disability retirement if the employee is totally disabled after attaining age 40 and has completed 10 years of credited vesting service.

Under the cash balance plan design, cash balance accounts are generally calculated using a formula based upon pay credits and interest credits, which are applied to participants' accounts throughout their careers. Pay credits are earned based on age and years of credited service at the beginning of each calendar year. The calculation is based upon compensation received during the completed year multiplied by pay credits. Interest credits are earned each quarter and are based upon the average annual yield of the 30-year treasury bond for the month preceding the quarter, subject to a minimum rate of 5.00%.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

1. Plan Description, continued

Participant's Account

Under the Plan provisions, amounts are credited by the Company to the participants' hypothetical accounts. The accounts are allocated compensation credits and interest credits at the end of every quarter. The compensation credits are allocated based on a percentage of the participants' certified compensation as defined in the plan document for that particular quarter. The applicable percentage ranges from 6% to 15% and is based on the participants' age plus years of credited service (as defined in the plan document) at the end of the quarter. Age and credited service are determined in whole years at the end of the quarter. Participants' hypothetical accounts also receive annual interest credits of 5% that is calculated at the end of every quarter.

Vesting

Participants under the cash balance plan become 100% vested upon completion of three years of credited vesting service or upon reaching age 65 while employed with the Company. Participants under the traditional plan design become 100% vested upon completion of five years of credit vesting service. Forfeitures arising under the Plan because of termination of employment prior to reaching the applicable years of credited vesting service shall be applied to reduce the cost of the Plan.

Payment of Retirement Benefits

The normal form of benefit is an actuarial equivalent straight life annuity for single participants and an actuarial equivalent 50% joint and survivor annuity for married participants. Unless a married participant elects in writing with notarized spousal consent to receive an alternate form of payment, the benefits are payable in the form of a qualified joint and survivor annuity with the spouse as the beneficiary. Certain general and temporary limitations exist on the benefits described above and are more fully explained in the Plan document. Participants may also elect other benefit options, including a lump sum payment, as described in the Plan document. Early retirement benefits are determined as discussed above and are reduced in accordance with Plan provisions.

2. Plan Administration

The Plan is administered by the Benefits Administration Committee (the "Committee") which is appointed by the board of directors of the Company. SEI Private Trust Company (the "Trustee" or "SEI") serves as the Plan's trustee. Definiti LLC (formerly, Retirement Horizons, Inc.) serves as the Plan's recordkeeper and actuary.

Funding Policy

The Company contributes such amounts as are necessary, based on actuarial calculations, to provide the Plan with assets sufficient to meet the benefits to be paid to Plan participants and their beneficiaries. The contributions to the Plan are based on the limitations of maximum tax-deductible contributions and minimum required contributions determined by the actuary. The yield (interest, dividends, and net realized and unrealized gains and losses) on Plan investments in excess of amounts established in the actuarial assumptions, plus any gains resulting from forfeiture of nonvested benefits, serve to reduce future contributions that would otherwise be required to provide the defined level of benefits under the Plan. The Company was not required and did not make any contributions for 2021 and 2020 as it met the minimum funding requirements of ERISA. Although it has not expressed any intention to do so, the Company has the right under the plan to discontinue its contributions at any time and to terminate the plan subject to the provisions set forth in ERISA.

Expenses

In accordance with the Plan document, all administrative expenses, unless paid by the Company at its discretion, are paid by the Plan. Expenses for Trustee and investment services amounted to \$1,569,479 and \$1,502,870 for the years ended December 31, 2021 and 2020, respectively. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statements of changes in net assets available for benefits. In addition, certain investment related expenses are included in net appreciation of fair value of investments presented in the accompanying statements of changes in net assets available for benefits.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

3. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein, disclosure of contingent assets and liabilities and the actuarial present value of accumulated benefits at the date of the financial statements. Actual results could differ from those estimates.

Benefit Payments

Benefit payments are recorded when paid.

Valuation of Investments and Income Recognition

Investments are recorded at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Shares of mutual funds are valued at quoted market prices, which represent the net asset value ("NAV") of shares held by the Plan at year-end. The Plan's interest in common collective trust funds are valued using NAV, as provided by the trust's investment advisors, as a practical expedient. The NAV is based on the fair values of the underlying investments of the trust at year-end.

The Plan is invested, as a limited partner, in the Ampersand 2001 Limited Partnership (the "2001 Limited Partnership"), the Ampersand 2011 Limited Partnership (the "2011 Limited Partnership"), the Ampersand 2014 Limited Partnership (the "2014 Limited Partnership"), the Ampersand 2018 Limited Partnership (the "2018 Limited Partnership") and the Ampersand CF Limited Partnership (the "CF Limited Partnership") (together, the "Limited Partnerships").

The Plan's interest in the Limited Partnerships was 8.4% and 5.4% of total Plan investments at December 31, 2021 and 2020, respectively.

The CF Limited Partnership will terminate on October 29, 2025, unless extended for one additional one-year period by the general partner. Any additional extensions require agreement by the general partner and a majority interest of the limited partners. The 2018 Limited Partnership will terminate on March 15, 2028, unless extended for up to two additional one-year periods by the general partner. Any additional extensions require agreement of the general partner and a majority interest of the limited partners. The 2014 Limited Partnership will terminate on January 24, 2026, unless extended for up to two additional one-year periods by agreement of the general partner and a majority of the limited partners. The 2011 Limited Partnership was scheduled to terminate on January 22, 2020, unless extended for up to two additional one-year periods by agreement of the general partner and a majority interest of the limited partners. The general partner and required interest of the limited partners consented to an extension to January 22, 2021 and effective January 23, 2021 commenced an orderly liquidation process. The 2001 Limited Partnership was to terminate on April 30, 2015 and effective May 1, 2015 commenced an orderly liquidation process.

Income (loss) is generally allocated 99% to the limited partners and 1% to the general partners, as long as aggregate net losses of the Limited Partnerships, as defined in the agreements, exceed aggregate net profit of the Limited Partnerships on a cumulative basis. Otherwise, such net profits and net losses will be allocated 80% to the limited partners and 20% to the general partners.

The Limited Partnerships acquire, hold, invest in, manage, dispose of, and otherwise deal in and with securities of all kinds and descriptions, including, in particular, securities of companies operating in the specialty materials and chemicals fields. The investments of the Limited Partnerships are valued at fair value using NAV as a practical expedient. The NAV is based on the fair value of the underlying investments held by the partnership, as determined by the general partner, based upon quoted market values, if available. Values estimated by the general partner in the absence of readily ascertainable market values may differ from values that would have been used had a ready market for the securities existed, and the differences could be material. The Limited Partnerships maintain the majority of cash balances with one financial institution and as of December 31, 2021 and 2020, balances of cash and cash equivalents at the respective financial institution exceeded the federally insured limit.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

3. Summary of Significant Accounting Policies, continued

Valuation of Investments and Income Recognition, continued

In the statements of changes in net assets available for benefits, the Plan presents net appreciation in fair value of investments, which consists of the realized gains and losses on investments sold during the year, as well as, the unrealized appreciation or depreciation on investments held at the end of the year. Purchases and sales are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

4. Risks and Uncertainties

The Plan provides for various investments in mutual funds, common collective trust funds and limited partnership interests. Investment securities in general are exposed to various risks, such as interest rate, credit, and overall market volatility risks. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is reasonably possible that changes in the values of investment securities in the near-term could materially affect investment balances reported in the statements of net assets available for benefits.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions processes, it is at least reasonably possible that changes in these estimates and assumptions in the near-term would be material to the financial statements.

5. Fair Value Measurements

Accounting Standards Codification Topic 820 ("ASC 820"), *Fair Value Measurements and Disclosures*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

- | | |
|---------|---|
| Level 1 | Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access. |
| Level 2 | <p>Inputs to the valuation methodology include:</p> <ul style="list-style-type: none">• Quoted prices for similar assets or liabilities in active markets;• Quoted prices for identical or similar assets or liabilities in inactive markets;• Inputs other than quoted prices that are observable for the asset or liability;• Inputs that are derived principally from or corroborated by observable market data by correlation or other means. <p>If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.</p> |
| Level 3 | Inputs to the valuation methodology are unobservable and significant to the fair value measurement |

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

5. Fair Value Measurements, continued

In determining fair value, the Plan generally uses the market approach, which uses prices and other relevant data based on market transactions involving identical or comparable assets and liabilities.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2021 and 2020.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Security Exchange Commission ("SEC"). These funds are required to publish their daily net asset value ("NAV") and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common collective trust funds: Valued at the NAV of units of a collective trust. The NAV, as provided by the Trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the investment adviser reserves the right to temporarily delay withdrawals from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

Limited Partnerships: The investments are valued at NAV as a practical expedient for measuring fair value. There are no readily available market quotations for these investments. The fair value is based on the Plan's ownership percentage of the underlying investments as provided by the fund managers.

The methods described above may produce fair value calculations that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets measured at fair value on a recurring basis as of December 31, 2021 and 2020:

	Assets at Fair Value as of December 31, 2021			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 170,569,021	\$ -	\$ -	\$ 170,569,021
Investments measured at net asset value ^(a)				95,199,451
Total assets at fair value				\$ 265,768,472

	Assets at Fair Value as of December 31, 2020			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 203,691,066	\$ -	\$ -	\$ 203,691,066
Investments measured at net asset value ^(a)				71,757,119
Total assets at fair value				\$ 275,448,185

(a) In accordance with ASC 820-10, certain investments that were measured using NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

5. Fair Value Measurements, continued

Fair Value of Investments in Entities that use NAV

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2021 and 2020.

	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency (if currently eligible)</u>	<u>Redemption Notice Period</u>
<u>December 31, 2021</u>				
Limited partnerships	\$ 22,429,847	\$ 420,000	N/A	N/A ^(b)
Common/collective trust funds:				
Structured Credit	27,878,357	-	N/A	N/A
Special Situations	18,836,216	-	N/A	N/A
Core Property	19,819,885	-	N/A	N/A
Global Private Assets V	<u>6,235,146</u>	<u>20,250,052</u>	N/A	N/A
	<u>\$ 72,769,604</u>	<u>\$ 20,250,052</u>		
<u>December 31, 2020</u>				
Limited partnerships	\$ 14,906,631	\$ 2,834,004	N/A	N/A ^(b)
Common/collective trust funds:				
Structured Credit	22,436,887	-	N/A	N/A
Special Situations	17,547,347	-	N/A	N/A
Core Property	15,798,797	-	N/A	N/A
Global Private Assets V	<u>1,067,457</u>	<u>24,026,082</u>	N/A	N/A
	<u>\$ 56,850,488</u>	<u>\$ 24,026,082</u>		

(b) Investments in limited partnerships may be redeemed at a value other than NAV based on numerous variables such as liquidation value and capital returns related to the investments. These investments cannot be redeemed with the investees at the Plan's discretion as the Plan receives distributions through the liquidation of the underlying assets of the investees.

6. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to the service which employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of deceased employees, and (c) present employees or their beneficiaries.

Benefits payable under all circumstances (retirement, death, and termination of employment) are included, to the extent they are deemed attributable to employee services rendered through the valuation date.

The actuarial present value of accumulated plan benefits is determined by the Plan's actuary, Definiti LLC, and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (in the event of death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment. The actuarial present value of accumulated plan benefits was calculated as of January 1, 2021 and accordingly, the Plan presents the Statement of Accumulated Plan Benefits and the Statement of Changes in Accumulated Plan Benefits using beginning of year actuarial data. Had the actuarial valuations been performed as of December 31, 2020, there would be no material differences. The changes in actuarial assumptions primarily represent a change in the mortality tables to Pri-2012 white collar mortality table projected generationally with Scale MP-2020 and a change in the post-2010 lump sum interest rate under the traditional formula from 4.25% to 4.00%.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

6. Actuarial Present Value of Accumulated Plan Benefits, continued

The significant actuarial assumptions underlying the actuarial valuation for January 1, 2021 are as follows:

Interest rate – pre-retirement	Discount rate	7.50%	
Interest rate – post-retirement	Lump sum interest rate (traditional formula):		
	Pre-2011	4.00%	
	Post-2010	4.00%	
Salary scale	<u>Age</u>		
	Less than 35	5.50%	
	36 – 50	4.00%	
	Over 50	2.50%	
	Weighted average	4.20%	
Social security wage base	3.50% per annum		
Cash balance account credits	5.00% per annum to project interest credits and the interest rate for actuarial equivalence conversion to normal form of payment.		
Demographic assumptions:			
Mortality rates	Pre-2011 lump sum – Plan defined mortality tables.		
	Post-2010 lump sum – 2021 IRS applicable mortality tables.		
	All other purposes – Pri-2012 white collar mortality table projected generationally with Scale MP-2020.		
Turnover	Percentage of employees withdrawing from employment during the year of age shown. No turnover is assumed once participant is retirement eligible.		
	<u>Age</u>	<u>Rate</u>	
	20	16%	
	25	12%	
	30	8%	
	35	6%	
	40	3%	
	45	3%	
	50	3%	
	55	3%	
	60	0%	
Disability rates	<u>Age</u>	<u>Male</u>	<u>Female</u>
	20	.03%	.03%
	25	.03%	.03%
	30	.03%	.04%
	35	.04%	.07%
	40	.08%	.13%
	45	.16%	.24%
	50	.33%	.40%
	55	.69%	.64%
	60	1.15%	.90%

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

6. Actuarial Present Value of Accumulated Plan Benefits, continued

Retirement rates – active participants	<u>Age</u>	<u>Rate</u>
	50-54	5%
	55-60	15%
	61	30%
	62	70%
	63	50%
	64	25%
	65	100%
Retirement rates – deferred vested participants	Earliest retirement date as defined by Plan provisions.	
Marriage assumptions	87% of participants are assumed to be married. Males are assumed to be three years older than their spouses.	
Asset valuation	Fair market value	

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

7. Termination of Plan

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

- 1) Benefits attributable to employee contributions, taking into account those paid out before termination.
- 2) Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.
- 3) Other vested benefits insured by the Pension Benefit Guaranty Corporation ("PBGC") (a U.S. government agency) up to the applicable limitations.
- 4) All other vested benefits (that is, vested benefits not insured by the PBGC).
- 5) All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the plan sponsor and the level of benefits guaranteed by the PBGC.

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

8. Information Certified by the Trustee (Unaudited)

The Plan administrator has elected the method of annual reporting and compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, certain information related to investments disclosed in the financial statements and supplemental schedules, including investments held at December 31, 2021 and 2020, and net appreciation in fair value of investments and interest and dividends for the years then ended, was obtained from information supplied to the Plan administrator and certified as complete and accurate by the Trustee.

The Plan's independent accountants did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedules.

9. Federal Income Tax Status

The Plan obtained a determination letter dated October 28, 2015, in which the IRS stated that the Plan, as then designed, was in compliance with Section 401(a) of the Internal Revenue Code of 1986, as amended (the "Code") and is therefore exempt from Federal income taxes under provisions of Section 501(a). The Plan has been amended since receiving the determination letter. However, the Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Code.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the applicable taxing authority. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

10. Related-Party Transactions

Certain Plan investments are in mutual funds and common/collective trust funds managed by the Trustee, and therefore, such transactions qualify as party-in-interest transactions under ERISA. As described in Note 2, the Plan paid expenses to the trustee and advisors related to the plan operations. These transactions qualify as party-in-interest transactions, as defined by ERISA. Consequently, such transactions are covered by an exemption from the "prohibited" transactions provisions of ERISA and the Code.

11. Subsequent Events

Plan management has evaluated subsequent events through October 10, 2022, which is the date the financial statements were issued, and has concluded that there are no significant events to be reported.

SUPPLEMENTAL SCHEDULES

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2021

EIN: 46-2043151
PN: 001

(a)	(b) Identity of Issue, Borrower Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Par or Maturity Value	(d) Cost	(e) Current Value
Mutual funds:				
*	SEI Private Trust Company	SEI Intermediate Duration Credit Fund	\$ 53,532,678	\$ 56,570,552
*	SEI Private Trust Company	SIIT World Equity Ex US Fund	23,410,298	25,227,761
*	SEI Private Trust Company	SEI S&P 500 Index Fund	9,924,237	15,988,953
*	SEI Private Trust Company	SEI Limited Duration Bond Fund	11,314,840	11,294,955
*	SEI Private Trust Company	SEI Opportunistic Income Fund A	11,413,070	11,314,006
*	SEI Private Trust Company	SEI High Yield Bond Fund	9,097,297	9,087,192
*	SEI Private Trust Company	SIIT Emerging Markets Debt Fund	9,544,527	9,094,863
*	SEI Private Trust Company	SIIT US Equity Factor Allocation Fund	7,190,039	9,158,538
*	SEI Private Trust Company	SIIT Dynamic Asset Allocation Fund	6,952,075	9,138,800
*	SEI Private Trust Company	SEI Extended Market Index Fund	7,197,375	9,118,035
*	SEI Private Trust Company	SEI Emerging Markets Equity Fund	<u>3,867,662</u>	<u>4,575,366</u>
		Total mutual funds	<u>153,444,098</u>	<u>170,569,021</u>
Common collective trust funds:				
*	SEI Private Trust Company	SEI Structured Credit Collective Fund	2,749,162	27,878,357
*	SEI Private Trust Company	SEI Special Situations Collective Investment Trust Fund	13,540,000	18,836,216
*	SEI Private Trust Company	SEI Core Property Investment Trust Fund	7,100,000	19,819,885
*	SEI Private Trust Company	SEI Global Private Assets V Collective Investment Trust Fund	<u>4,749,948</u>	<u>6,235,146</u>
		Total common collective trust funds	<u>28,139,110</u>	<u>72,769,604</u>
	Ampersand CF Limited Partnership	Limited Partnership	7,255,656	11,076,743
	Ampersand 2018 Limited Partnership	Limited Partnership	5,122,178	10,175,692
	Ampersand 2014 Limited Partnership	Limited Partnership	412,688	1,014,341
	Ampersand 2011 Limited Partnership	Limited Partnership	59,518	156,178
	Ampersand 2001 Limited Partnership	Limited Partnership	<u>6,893</u>	<u>6,893</u>
		Total limited partnerships	<u>12,856,933</u>	<u>22,429,847</u>
		Total	<u>\$ 194,440,141</u>	<u>\$ 265,768,472</u>

* Represents party-in-interest transactions

See independent auditor's report

THE RETIREMENT PLAN OF SASOL (USA) CORPORATION
SCHEDULE H, LINE 4j – SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED DECEMBER 31, 2021

EIN: 46-2043151
PN: 001

<u>(a) Identity of Party Involved</u>	<u>(b) Description of Asset</u>	<u>Transactions</u>	<u>(c) Purchase Price</u>	<u>(d) Selling Price</u>	<u>(g) Cost of Asset</u>	<u>(h) Current Value of Asset on Transaction Date</u>	<u>(i) Net Gain or (Loss)</u>
Series Transactions							
SEI Private Trust Company	World Equity Ex US Fund	7	\$ 6,020,405	\$ -	\$ 6,020,405	\$ 6,020,405	\$ -
SEI Private Trust Company	World Equity Ex US Fund	32	-	8,112,083	6,082,940	8,112,083	2,029,143
SEI Private Trust Company	Intermediate Duration Credit Fund	17	3,049,773	-	3,049,773	3,049,773	-
SEI Private Trust Company	Intermediate Duration Credit Fund	26	-	11,126,510	10,177,126	11,126,510	949,384