

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

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) [x] 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. [x]
D Check box if filing under: [x] 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 SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION
1b Three-digit plan number (PN) 002
1c Effective date of plan 08/01/1984
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) SASOL (USA) CORPORATION 12120 WICKCHESTER LANE HOUSTON, TX 77079
2b Employer Identification Number (EIN) 46-2043151
2c Plan Sponsor's telephone number 281-588-3000
2d Business code (see instructions) 325100

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.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

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

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input type="checkbox"/> 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 SASOL USA CORPORATION c Plan Name SAVINGS & INVESTMENT PLAN OF SASOL (USA) CORPORATION		4b EIN 46-2043151
		4d PN 002
5 Total number of participants at the beginning of the plan year	5	1945
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).		
6a(1) Total number of active participants at the beginning of the plan year	6a(1)	1296
6a(2) Total number of active participants at the end of the plan year	6a(2)	1265
b Retired or separated participants receiving benefits.....	6b	26
c Other retired or separated participants entitled to future benefits	6c	605
d Subtotal. Add lines 6a(2), 6b, and 6c.....	6d	1896
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e	9
f Total. Add lines 6d and 6e.....	6f	1905
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	1876
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	1834
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	38
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 3D

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)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> 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		b General Schedules	
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)		(1) <input checked="" type="checkbox"/> H (Financial Information)	
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary		(2) <input type="checkbox"/> I (Financial Information – Small Plan)	
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		(3) <input type="checkbox"/> A (Insurance Information) – Number Attached <u>0</u>	
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____		(4) <input checked="" type="checkbox"/> C (Service Provider Information)	
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)		(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)	
		(6) <input type="checkbox"/> 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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan SAVINGS AND 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

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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	134300	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

INVESCO ADVISERS

58-1707262

(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	CONSULTANT	72774	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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	52500	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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)

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	16106	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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	11008	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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	2537	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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.	
CRLN E SM CAP GR I - U.S. BANCORP 777 E WISCONSIN AVE MILWAUKEE, WI 53202	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%	
(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%	

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.	
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.	
(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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	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 <hr/> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning <u>01/01/2024</u> and ending <u>12/31/2024</u>	
A Name of plan <u>SAVINGS AND 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)
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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>1722197</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>1715519</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>1710513</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>15594745</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>1710782</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>3444361</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>1719937</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) 1715105
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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) 3444076
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a Name of MTIA, CCT, PSA, or 103-12 IE: **FID GROWTH CO POOL A**

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) 89802576
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a Name of MTIA, CCT, PSA, or 103-12 IE: **SMALL CAP VAL II I1**

b Name of sponsor of entity listed in (a): **GREAT GRAY TRUST COMPANY**

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) 5682575
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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)
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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)
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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)
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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)
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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)
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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)
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SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan SAVINGS AND 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	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.

		(a) Beginning of Year	(b) End of Year
Assets			
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)	4354	11
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1717963	1188780
(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)	3906529	3992763
(9) Value of interest in common/collective trusts	1c(9)	116414641	128262386
(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)	263816437	284291959
(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	385859924	417735899
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	28539	43897
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	110000	15167
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	138539	59064
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	385721385	417676835

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)	8332614	
(B) Participants.....	2a(1)(B)	14382280	
(C) Others (including rollovers).....	2a(1)(C)	1606955	
(2) Noncash contributions.....	2a(2)	0	24321849
(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)	91730	
(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)	276931	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		368661
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	12851846
(B) Common stock.....	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	12851846	
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		12851846
(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	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)	26362087
(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)	26299165
c Other income	2c	0
d Total income. Add all income amounts in column (b) and enter total.....	2d	90203608

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	57799090
(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)	57799090
f Corrective distributions (see instructions)	2f	0
g Certain deemed distributions of participant loans (see instructions).....	2g	49243
h Interest expense.....	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	0
(3) Recordkeeping fees	2i(3)	2537
(4) IQPA audit fees	2i(4)	33213
(5) Investment advisory and investment management fees	2i(5)	259574
(6) Bank or trust company trustee/custodial fees	2i(6)	0
(7) Actuarial fees	2i(7)	0
(8) Legal fees	2i(8)	11008
(9) Valuation/appraisal fees	2i(9)	0
(10) Other trustee fees and expenses	2i(10)	0
(11) Other expenses.....	2i(11)	93493
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	399825
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j	58248158

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k	31955450
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** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG 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. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
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.)		X	
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.)		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.)		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.)		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	
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?		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?		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		
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.)		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?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		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.			

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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>SAVINGS AND 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	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): <u>04-6568107</u>		
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)?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?.....	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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.....	<input type="checkbox"/> Increase	<input type="checkbox"/> Decrease	<input type="checkbox"/> Both	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
11 a Does the ESOP hold any preferred stock?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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.)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (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: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> 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. <input type="checkbox"/> 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) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

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: _____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? Yes No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A.

**SAVINGS AND INVESTMENT PLAN
OF SASOL (USA) CORPORATION**

**FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE
WITH INDEPENDENT AUDITOR'S REPORT**

As of and for the Years Ended December 31, 2024 and 2023

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION
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* 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 of 1974 have been omitted because they are not applicable.

INDEPENDENT AUDITOR'S REPORT

To the Benefits Administration Committee and Plan Participants of the Savings and Investment Plan of Sasol (USA) Corporation:

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

We have performed audits of the financial statements of the Savings and Investment 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, 2024 and 2023, and the related statement of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the 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 audits 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 certifications from a qualified institution as of and for the years ended December 31, 2024 and 2023, stating that the certified investment information, as described in Note 6 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the accompanying 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 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

We conducted our audits 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 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.

INDEPENDENT AUDITOR'S REPORT, continued

Responsibilities of Management for the 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.

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 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit 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 audits.
- 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 audits 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 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 audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

INDEPENDENT AUDITOR'S REPORT, continued

Other Matters - Supplemental Schedule Required by ERISA

The supplemental schedule, *Schedule H, Line 4i - Schedule of Assets (Held at End of Year)* as of December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is 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 schedule, 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 schedule 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 schedule, we evaluated whether the supplemental schedule, 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 schedule, other than the information in the supplemental schedule 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 schedule 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).

Hann, Langston & Brezina, LLP

Houston, Texas

October 1, 2025

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
Investments, at fair value (See Notes 2 and 4)	\$ 380,965,889	\$ 338,007,628
Fully benefit-responsive investment contracts, at contract value (see Notes 2 and 5)	<u>36,965,700</u>	<u>48,725,385</u>
Total investments	417,931,589	386,733,013
Receivables:		
Other	11	4,354
Notes receivable from participants	<u>3,992,763</u>	<u>3,906,529</u>
Total assets	<u>421,924,363</u>	<u>390,643,896</u>
LIABILITIES		
Other payable	15,167	110,000
Administrative expenses payable	<u>43,897</u>	<u>28,539</u>
Total liabilities	<u>59,064</u>	<u>138,539</u>
Net assets available for benefits	<u>\$ 421,865,299</u>	<u>\$ 390,505,357</u>

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

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

	2024	2023
Additions to net assets attributed to:		
Investment income:		
Dividends	\$ 12,851,885	\$ 6,818,872
Interest	673,517	1,384,758
Net appreciation in fair value of investments	51,483,918	61,584,272
Total investment income	65,009,320	69,787,902
Interest income on notes receivable from participants	276,931	188,108
Contributions:		
Participant	14,382,280	14,086,677
Participant rollover	1,606,955	3,789,083
Employer	8,332,614	8,033,574
Total contributions	24,321,849	25,909,334
Total additions	89,608,100	95,885,344
Deductions from net assets attributed to:		
Benefits paid to participants	57,848,333	59,135,335
Administrative fees	399,825	477,684
Total deductions	58,248,158	59,613,019
Net increase in net assets available for benefits	31,359,942	36,272,325
Net assets available for benefits, beginning of year	390,505,357	354,233,032
Net assets available for benefits, end of year	\$ 421,865,299	\$ 390,505,357

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

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

1. Plan Description

The following brief description of the Savings and Investment Plan of Sasol (USA) Corporation (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan of Sasol (USA) Corporation (the "Company") and is contributory on the part of the Company's employees. Substantially all Company employees are eligible to participate in the Plan. The Plan was amended and restated, effective January 1, 2017, to incorporate all previous amendments and to reflect the most recent statutory and regulatory changes applicable to plans maintained under Code Section 401(a) and 401(k) of the Internal Revenue Code ("IRC"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

Administration

The Plan is administered by the Benefits Administration Committee (the "Committee") which is appointed by the board of directors of the Company. The Committee appointed Fidelity Management Trust Company ("Fidelity" or the "Trustee") as trustee of the Plan and Fidelity Investments Institutional Operations Company as recordkeeper for the Plan. The Trustee holds, controls, manages, invests and ultimately distributes the assets of the Plan to participants. INVESCO Trust Company ("INVESCO" or the "Custodian") manages a separate account, known as the Stable Value Fund (See Note 5), for the Plan. Fidelity and INVESCO serve as custodians for the Stable Value Fund.

Eligibility

An employee is eligible to participate in the Plan upon the first day of the payroll period coincident with or the next payroll period following the date on which such employee performs one hour of service.

Contributions

Participants in the Plan may designate, as a payroll deduction, a percentage of their monthly compensation in 1% increments as after-tax employee contributions, pre-tax 401(k) contributions, Roth 401(k) contributions or a combination thereof. Participants may contribute up to 50% of Plan compensation as pre-tax 401(k) contributions or Roth 401(k) contributions and up to 10% of Plan compensation as after-tax contributions. Total employee contributions may not exceed 60% of Plan compensation during any Plan year. Highly compensated participants may be required to reduce the future amount of contributions in order to permit the Plan to satisfy the nondiscrimination requirements of Section 401(k) and 401(m) of the IRC.

Pre-tax employee contributions cannot exceed the limitation set forth in IRC Section 402(g) (\$23,000 in 2024 and \$22,500 in 2023). Participants who are 50 years or older during the Plan year may also elect to make a "catch-up" contribution. Participants' total catch-up contributions cannot exceed \$7,500 during 2024 and 2023. The Company does not match employee catch-up contributions.

The Company made matching contributions on behalf of each participant, including those covered under the collective bargaining agreement between the United Steelworkers International Union, AFL-CIO, Local 13-555 ("Lake Charles Production Union Members") and the Company, based on the percentage of Plan compensation elected for contribution by the participant. The Company matches 100% of the participant's elective contribution up to 6% of the participant's eligible Plan compensation.

Participants of the Retirement Plan of Sasol (USA) Corporation, a defined benefit plan sponsored by the Company, are allowed to roll over lump sum distributions into the Plan. The Plan also accepts rollover contributions from other qualified plans.

Participant Accounts

Each participant's account is credited with the participant's contribution, rollover contributions, if any, the Company contributions, and a proportionate share of the Plan's earnings or losses, offset by the participant's transaction fees, if any. Earnings and losses are allocated based on the participants' account balances, as defined in the Plan. Each participant is entitled only to the benefits that can be provided from that participant's vested interest in his or her account.

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

1. Plan Description, continued

Participant Accounts, continued

Participants may allocate contributions among investment options in 1% increments. Participants may direct the investment of their existing account balance and all contributions into 23 mutual funds, 3 collective trusts, or the stable value funds. Participants may also allocate Company contributions among the investment options chosen for employee contributions, or different investment options in 1% increments. Investment elections may be changed at any time by the participant; however, changes to a participant's elections only apply to future contributions.

Vesting Provisions

Participants are fully vested at all times in their own contributions and rollover contributions, if any. A participant becomes 100% vested in all Company contributions upon death, retirement, disability or termination of employment with the Company due to certain change in control provisions. Otherwise, participants become vested in all Company contributions using a graduated scale over five years of credited vesting service, as follows:

<u>Years of Active Service</u>	<u>Vested Percentage</u>
Less than 2 years	0%
2 years	25%
3 years	50%
4 years	75%
5 years or more	100%

Certain other vesting schedules may apply as detailed in the Plan document.

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of the participant's vested account balance. Notes receivable from participants have terms ranging from 1 to 5 years or up to 10 years for the purchase of a primary residence. Principal and interest payments are made by means of payroll withholdings according to the terms of the respective promissory note. Notes receivable from participants are secured by the vested balance in the participant's account and bear interest at the rates charged by major banks for their prime commercial customers and remain fixed over the term of the note. Interest rates ranged from 3.25% to 8.50% for outstanding notes receivable from participants at December 31, 2024 and 2023.

Forfeitures

Forfeitures of Company contributions and earnings attributable thereto may occur if a participant terminates employment or withdraws his or her contributions prior to becoming vested. Amounts forfeited are used to reduce future Company contributions. Forfeitures utilized to reduce Company contributions were \$96,598 and \$250,642 for the years ended December 31, 2024 and 2023, respectively. Forfeited non-vested amounts of \$141,118 and \$245,149 were used to pay Plan administrative expenses for the years ended December 31, 2024 and 2023, respectively. Forfeitures available to reduce future Company contributions totaled \$47,896 and \$21,023 at December 31, 2024 and 2023, respectively.

Payment of Benefits

Retired participants may elect to defer distributions from their accounts until age 72 and may elect to receive their vested account balances in monthly installments, annual installments, or as a lump sum distribution. Retired participants electing installment distributions shall receive such installments for periods no less than 3 years (36 months) nor more than the actuarial life expectancy of the participant, or if the participant is married, the period shall not exceed the joint and last survivor life expectancy of the participant and his or her spouse. If retired participants elect to defer their distributions until age 72 or receive them in monthly installments, they continue to have the same distribution options as an active participant.

The entire vested portion of a terminated participant's account balance will be distributed in a single lump sum if the participant's vested account balance does not exceed \$1,000.

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

1. Plan Description, continued

Payment of Benefits, continued

The Plan contains several different in-service withdrawal options for participants. For participants age 59 ½ or older and requesting a complete withdrawal, the Plan imposed a suspension of Company matching contributions, pre-tax 401(k) contributions and after-tax contributions for a six-month period.

Participants, with proof of hardship, may make withdrawals from the pre-tax contribution portion of the Plan. These amounts may only be withdrawn after all post-tax contributions and the earnings thereon have been withdrawn.

Roth 401(k) contributions is an eligible source for participant withdrawals upon attaining the age of 59 ½ or upon a hardship.

Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of investments, notes receivable from participants, and distributions are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation in fair value of investments. Fees incurred by the Plan for investment management services or recordkeeping are included in the net appreciation (depreciation) in fair value of investments, as they are paid through revenue sharing, rather than direct payment.

Expense Offset Arrangements

Fidelity provides certain administrative services to the Plan, and Fidelity receives revenue from mutual fund service providers for services Fidelity provides to the funds. This revenue is used to offset certain amounts owed to Fidelity for its administrative services to the Plan. If the revenue received by Fidelity from such mutual fund service providers exceeds the amount owed, Fidelity remits the excess to the Plan's trust. Such amounts may be applied to pay Plan administrative expenses or allocated to the accounts of the participants. During the years ended December 31, 2024 and 2023, the excess amounts were \$133,064 and \$104,976, respectively. The Plan or Plan Sponsor may make a payment to Fidelity for administrative expenses not covered by revenue sharing.

2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis 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 Plan management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein and disclosure of contingent assets and liabilities. Accordingly, actual results could differ from those estimates.

Valuation of Investments and Income Recognition

The Plan's investments are stated at fair value (except for the fully benefit-responsive investment contracts, which are reported at contract value as discussed below). Shares of mutual funds and collective trusts are valued at quoted market prices, which represent the net asset value of shares held by the Plan at year-end. 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. See Note 4 for discussion of fair value measurements.

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

2. Summary of Significant Accounting Policies, continued

Valuation of Investments and Income Recognition, continued

The Plan invests in fully benefit-responsive investment contracts ("FBRIC") held in a stable value fund and the FBRICs are accounted for at contract value. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to FBRICS because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan.

Purchases and sales are recorded on a trade-date basis. Dividend income is recorded on the ex-dividend date, while interest income is recorded as earned. Net appreciation (depreciation) in fair value of investments includes realized gains and losses on investments sold during the year as well as unrealized appreciation (depreciation) of the investments held at the end of the year.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balances plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Benefit Payments

Benefits are recorded when paid.

3. Risks and Uncertainties

The Plan provides for various investment options. These investment options are exposed to market risk, which generally means the risk of loss in the value of certain investment securities due to changes in interest rates, security and commodity prices and general market conditions. 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 risks in the near term could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

4. Fair Value Measurements

Accounting Standards Codification ("ASC") Topic 820, *Fair Value Measurements and Disclosures*, defines fair value and 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 Topic 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 Inputs to the valuation methodology include:

- 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.

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.

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

4. Fair Value Measurements, continued

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 hierarchy is based on the lowest level 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.

In determining fair value, the Plan generally uses the market approach. The market approach 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, 2024 and 2023.

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. (Market approach)

Collective trusts: 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. (Market approach)

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

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value on a recurring basis as of December 31, 2024 and 2023:

Assets at Fair Value as of December 31, 2024				
	Level 1	Level 2	Level 3	Total
Mutual funds	<u>\$ 284,291,959</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 284,291,959
Investments measured at NAV ^(a)				<u>96,673,930</u>
Total investments, at fair value				<u>\$ 380,965,889</u>

Assets at Fair Value as of December 31, 2023				
	Level 1	Level 2	Level 3	Total
Mutual funds	<u>\$ 263,816,437</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 263,816,437
Investments measured at NAV ^(a)				<u>74,191,191</u>
Total investments, at fair value				<u>\$ 338,007,628</u>

^(a) In accordance with ASU 2015-07, certain investments that were measured at NAV per share (or its equivalent) 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 Statements of Net Assets Available for Benefits.

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION NOTES TO FINANCIAL STATEMENTS

4. 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, 2024 and 2023:

<u>Investment</u>	<u>Fair Value December 31,</u>		<u>Unfunded</u>	<u>Redemption Frequency (if currently eligible)</u>	<u>Redemption Notice Period</u>
	<u>2024</u>	<u>2023</u>	<u>Commitment</u>		
Collective Trusts	\$96,673,930	\$ 74,191,191	N/A	Daily	None

5. Investment Contracts

The Stable Value Fund's key objectives are to provide preservation of principal, maintain a stable interest rate and provide daily liquidity at contract value for participant withdrawals and transfers in accordance with the provisions of the Plan.

To accomplish the objectives outlined above, the Stable Value Fund invests in wrapper contracts (also known as synthetic GICs).

In a wrapper contract structure, the underlying investments are owned by the Stable Value Fund and held in trust for Plan participants. The Stable Value Fund purchases a wrapper contract from an insurance company or bank. The wrapper contract amortizes the realized and unrealized gains and losses on the underlying fixed income investments, typically over the duration of the investments through adjustments to the future interest-crediting rate (which is the rate earned by participants in the Stable Value Fund for the underlying investments). The issuer of the wrapper contract provides assurance that the adjustments to the interest-crediting rate do not result in a future interest-crediting rate that is less than zero. An interest-crediting rate less than zero would result in a loss of principal or accrued interest.

The key factors that influence future interest-crediting rates for a wrapper contract include:

- The level of market interest rates
- The amount and timing of participant contributions, transfers, and withdrawals into/out of the wrapper contract
- The investment returns generated by the fixed income investments that back the wrapper contract
- The duration of the underlying investments backing the wrapper contract

Wrapper contracts' interest-crediting rates are typically reset on a monthly or quarterly basis. While there may be slight variations from one contract to another, most wrapper contracts use a formula that is based on the characteristics of the underlying fixed income portfolio:

$$CR = [(1+YTM) \times (MV/CV)^{1/Dur} - 1] - F$$

Where:

CR	=	Contract interest-crediting rate
YTM	=	Yield to maturity of underlying investments
MV	=	Market value of underlying investments
CV	=	Contract value (principal plus accrued interest)
Dur	=	Duration of the portfolio
F	=	Wrapper contract fees

All wrapper contracts provide for a minimum interest-crediting rate of 0%. In the event that the interest-crediting rate should fall to zero and the requirements of the wrapper contract are satisfied, the wrapper issuers will pay to the Plan the shortfall needed to maintain the interest-crediting rate at zero. This helps to ensure that participants' principal and accrued interest will be protected.

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

5. Investment Contracts, continued

In certain circumstances, the amount withdrawn from the wrapper contract would be payable at fair value rather than at contract value. These events include termination of the Plan, a material adverse change to the provisions of the Plan, an employer election to withdraw from a wrapper contract in order to switch to a different investment provider, or a successor plan's terms (in the event of a spin-off or sale of a division) that do not meet the wrapper contract issuer's underwriting criteria for issuance of a clone wrapper contract.

The events described above, that could result in the payment of benefits at market value rather than contract value, are not probable of occurring in the foreseeable future.

Examples of events that would permit a wrapper contract issuer to terminate a wrapper contract upon short notice include the Plan's loss of its qualified status, un-cured material breaches of responsibilities, or material and adverse changes to the provisions of the Plan. If one of these events was to occur, the wrapper contract issuer could terminate the wrapper contract at the market value of the underlying investments.

6. Information Certified by the Trustee and Custodian (Unaudited)

The Plan Administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Certain information related to investments, fully benefit-responsive investment contracts and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedule, including investments, fully benefit-responsive investment contracts and notes receivable from participants held at December 31, 2024 and 2023, and net appreciation (depreciation) in fair value of investments, interest and dividends and interest income from notes receivable from participants for the years then ended, was obtained or derived from information supplied to the Plan Administrator and certified as complete and accurate by Fidelity and INVESCO.

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

7. Party-in-Interest Transactions

As of December 31, 2024 and 2023, the Plan's investments include mutual funds, collective trusts, and stable value funds managed by an affiliate of the Trustee and Custodian. In addition, the Plan has notes receivable from participants outstanding, which are secured solely by a portion of the participant's vested account balance, in accordance with the Plan document. As described in Note 2, the Plan paid expenses related to the plan operations, and these transactions qualify as party-in-transactions, as defined by ERISA. Such transactions are permitted under the provisions of the Plan and thus, are exempt from the prohibition of party-in-interest transactions under ERISA.

8. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan document to discontinue contributions and to terminate the Plan at any time subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested, and the net assets will be allocated among the participants and beneficiaries of the Plan in the order provided for by ERISA.

9. Federal Income Tax Status

The Plan document has been filed with the Internal Revenue Service ("IRS"), and the Plan has received qualification under Section 401(a), 401(k) and 501(a) of the IRC and, therefore, is exempt from federal income taxes. The Plan last received a favorable determination letter from the IRS dated February 28, 2018. 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 IRC, and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

9. Federal Income Tax Status, continued

U.S. GAAP requires Plan management to evaluate the tax position taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the DOL and IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

10. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of the net assets available for benefits per the financial statements to the Form 5500 as of December 31, 2024 and 2023:

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per the financial statements	\$ 421,865,299	\$ 390,505,357
Difference between fair value and contract value for fully benefit-responsive investment contracts	<u>(4,188,464)</u>	<u>(4,783,972)</u>
Net assets available for benefits per Form 5500	<u>\$ 417,676,835</u>	<u>\$ 385,721,385</u>

The following is a reconciliation of the net increase in net assets available for benefits per the financial statements to the Form 5500 for the years ended December 31, 2024 and 2023:

	<u>2024</u>	<u>2023</u>
Net increase in net assets available for benefits per the financial statements	\$ 31,359,942	\$ 36,272,325
Change in difference between fair value and contract value for fully benefit-responsive investment contracts	<u>595,508</u>	<u>1,463,050</u>
Net increase in net assets available for benefits per Form 5500	<u>\$ 31,955,450</u>	<u>\$ 37,735,375</u>

11. Subsequent Events

Plan management has evaluated all subsequent events through October 1, 2024, which is the date the financial statements were issued, and has concluded that there are no significant events to be reported.

SUPPLEMENTAL SCHEDULE

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

EIN: 46-2043151
PN: 002

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
Mutual funds:				
*	Fidelity Investments.	Fidelity 500 Index Fund	**	\$ 48,253,836
	Harbor Capital Advisors, Inc.	Harbor Capital Appreciation Institutional Fund	**	33,248,953
	The Vanguard Group, Inc.	Vanguard Target Retirement 2035 Fund	**	21,890,115
	MFS Investment Management	MFS Value Fund - Class R4	**	18,623,439
	The Vanguard Group, Inc.	Vanguard Target Retirement 2045 Fund	**	17,403,171
*	Fidelity Investments	Fidelity Diversified International Fund - Class K	**	15,234,362
	John Hancock Advisors, LLC	JH Disciplined Value Mid Cap Fund - Class I	**	12,354,056
	The Vanguard Group, Inc.	Vanguard Target Retirement 2040 Fund	**	11,488,010
	The Vanguard Group, Inc.	Vanguard Target Retirement 2050 Fund	**	11,449,843
	The Vanguard Group, Inc.	Vanguard Target Retirement 2055 Fund	**	10,791,671
	The Vanguard Group, Inc.	Vanguard Target Retirement 2025 Fund	**	10,503,057
	The Vanguard Group, Inc.	Vanguard Target Retirement 2030 Fund	**	9,757,967
*	Fidelity Investments	Fidelity Global Ex U.S. Index Fund - Class P	**	9,351,937
	MassMutual	MassMutual Select Mid Cap Growth Fund – Class I	**	9,106,496
*	Fidelity Investments.	Fidelity US Bond Index Fun	**	8,820,641
	Metropolitan West	Metropolitan West Total Bond Fund - Class P	**	7,693,607
*	Fidelity Investments	Fidelity Extended Market Index Fund - Class P	**	6,314,130
*	Fidelity Investments.	Fidelity Small Cap Index Fund	**	5,904,124
	The Vanguard Group, Inc.	Vanguard Target Retirement 2060 Fund	**	4,982,037
	Fidelity Investments.	Fidelity Small Cap Growth K6 Fund	**	4,464,476
	The Vanguard Group, Inc.	Vanguard Target Retirement 2020 Fund	**	2,828,126
	The Vanguard Group, Inc.	Vanguard Target Retirement Income Fund	**	1,998,613
	The Vanguard Group, Inc.	Vanguard Target Retirement 2065 Fund	**	<u>1,829,292</u>
		Total mutual funds		<u>284,291,959</u>
Collective trusts:				
*	Fidelity Investments	Fidelity Growth Company Fund - Class K	**	89,802,576
*	Fidelity Investments	Small Cap Value Fund II Fee Class I1	**	5,682,575
*	Fidelity Investments	Fidelity Short Term Investment Fund	**	<u>1,188,780</u>
		Total collective trusts		<u>96,673,930</u>
Stable value funds:				
*	INVESCO National Trust Company	Voya Retirement & Annuity Contract	**	6,761,389
*	INVESCO National Trust Company	Pacific Life Insurance Contract	**	6,609,071
*	INVESCO National Trust Company	American General Life Insurance Contract	**	6,515,678
*	INVESCO National Trust Company	Met Tower Life	**	6,468,615
*	INVESCO National Trust Company	Prudential Insurance Company Contract	**	<u>6,422,483</u>
		Total stable value funds		<u>32,777,236</u>
Participant loans:				
*	The Plan	Participant notes receivable with interest rates ranging from 3.25% to 8.50%	-	<u>3,992,763</u>
		Total assets (held at end of year)		<u>\$ 417,735,888</u>

* Represents party-in-interest transactions.

** Cost information is not required for participant directed investments.

See independent auditor's report

**SAVINGS AND INVESTMENT PLAN
OF SASOL (USA) CORPORATION**

**FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE
WITH INDEPENDENT AUDITOR'S REPORT**

As of and for the Years Ended December 31, 2024 and 2023

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION
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* 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 of 1974 have been omitted because they are not applicable.

INDEPENDENT AUDITOR'S REPORT

To the Benefits Administration Committee and Plan Participants of the Savings and Investment Plan of Sasol (USA) Corporation:

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

We have performed audits of the financial statements of the Savings and Investment 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, 2024 and 2023, and the related statement of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the 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 audits 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 certifications from a qualified institution as of and for the years ended December 31, 2024 and 2023, stating that the certified investment information, as described in Note 6 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the accompanying 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 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

We conducted our audits 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 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.

INDEPENDENT AUDITOR'S REPORT, continued

Responsibilities of Management for the 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.

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 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit 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 audits.
- 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 audits 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 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 audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

INDEPENDENT AUDITOR'S REPORT, continued

Other Matters - Supplemental Schedule Required by ERISA

The supplemental schedule, *Schedule H, Line 4i - Schedule of Assets (Held at End of Year)* as of December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is 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 schedule, 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 schedule 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 schedule, we evaluated whether the supplemental schedule, 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 schedule, other than the information in the supplemental schedule 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 schedule 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).

Hann, Langston & Brezina, LLP

Houston, Texas

October 1, 2025

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2024 AND 2023

	2024	2023
ASSETS		
Investments, at fair value (See Notes 2 and 4)	\$ 380,965,889	\$ 338,007,628
Fully benefit-responsive investment contracts, at contract value (see Notes 2 and 5)	36,965,700	48,725,385
Total investments	417,931,589	386,733,013
Receivables:		
Other	11	4,354
Notes receivable from participants	3,992,763	3,906,529
Total assets	421,924,363	390,643,896
LIABILITIES		
Other payable	15,167	110,000
Administrative expenses payable	43,897	28,539
Total liabilities	59,064	138,539
Net assets available for benefits	\$ 421,865,299	\$ 390,505,357

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

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

	2024	2023
Additions to net assets attributed to:		
Investment income:		
Dividends	\$ 12,851,885	\$ 6,818,872
Interest	673,517	1,384,758
Net appreciation in fair value of investments	51,483,918	61,584,272
Total investment income	65,009,320	69,787,902
Interest income on notes receivable from participants	276,931	188,108
Contributions:		
Participant	14,382,280	14,086,677
Participant rollover	1,606,955	3,789,083
Employer	8,332,614	8,033,574
Total contributions	24,321,849	25,909,334
Total additions	89,608,100	95,885,344
Deductions from net assets attributed to:		
Benefits paid to participants	57,848,333	59,135,335
Administrative fees	399,825	477,684
Total deductions	58,248,158	59,613,019
Net increase in net assets available for benefits	31,359,942	36,272,325
Net assets available for benefits, beginning of year	390,505,357	354,233,032
Net assets available for benefits, end of year	\$ 421,865,299	\$ 390,505,357

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

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

1. Plan Description

The following brief description of the Savings and Investment Plan of Sasol (USA) Corporation (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan of Sasol (USA) Corporation (the "Company") and is contributory on the part of the Company's employees. Substantially all Company employees are eligible to participate in the Plan. The Plan was amended and restated, effective January 1, 2017, to incorporate all previous amendments and to reflect the most recent statutory and regulatory changes applicable to plans maintained under Code Section 401(a) and 401(k) of the Internal Revenue Code ("IRC"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

Administration

The Plan is administered by the Benefits Administration Committee (the "Committee") which is appointed by the board of directors of the Company. The Committee appointed Fidelity Management Trust Company ("Fidelity" or the "Trustee") as trustee of the Plan and Fidelity Investments Institutional Operations Company as recordkeeper for the Plan. The Trustee holds, controls, manages, invests and ultimately distributes the assets of the Plan to participants. INVESCO Trust Company ("INVESCO" or the "Custodian") manages a separate account, known as the Stable Value Fund (See Note 5), for the Plan. Fidelity and INVESCO serve as custodians for the Stable Value Fund.

Eligibility

An employee is eligible to participate in the Plan upon the first day of the payroll period coincident with or the next payroll period following the date on which such employee performs one hour of service.

Contributions

Participants in the Plan may designate, as a payroll deduction, a percentage of their monthly compensation in 1% increments as after-tax employee contributions, pre-tax 401(k) contributions, Roth 401(k) contributions or a combination thereof. Participants may contribute up to 50% of Plan compensation as pre-tax 401(k) contributions or Roth 401(k) contributions and up to 10% of Plan compensation as after-tax contributions. Total employee contributions may not exceed 60% of Plan compensation during any Plan year. Highly compensated participants may be required to reduce the future amount of contributions in order to permit the Plan to satisfy the nondiscrimination requirements of Section 401(k) and 401(m) of the IRC.

Pre-tax employee contributions cannot exceed the limitation set forth in IRC Section 402(g) (\$23,000 in 2024 and \$22,500 in 2023). Participants who are 50 years or older during the Plan year may also elect to make a "catch-up" contribution. Participants' total catch-up contributions cannot exceed \$7,500 during 2024 and 2023. The Company does not match employee catch-up contributions.

The Company made matching contributions on behalf of each participant, including those covered under the collective bargaining agreement between the United Steelworkers International Union, AFL-CIO, Local 13-555 ("Lake Charles Production Union Members") and the Company, based on the percentage of Plan compensation elected for contribution by the participant. The Company matches 100% of the participant's elective contribution up to 6% of the participant's eligible Plan compensation.

Participants of the Retirement Plan of Sasol (USA) Corporation, a defined benefit plan sponsored by the Company, are allowed to roll over lump sum distributions into the Plan. The Plan also accepts rollover contributions from other qualified plans.

Participant Accounts

Each participant's account is credited with the participant's contribution, rollover contributions, if any, the Company contributions, and a proportionate share of the Plan's earnings or losses, offset by the participant's transaction fees, if any. Earnings and losses are allocated based on the participants' account balances, as defined in the Plan. Each participant is entitled only to the benefits that can be provided from that participant's vested interest in his or her account.

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

1. Plan Description, continued

Participant Accounts, continued

Participants may allocate contributions among investment options in 1% increments. Participants may direct the investment of their existing account balance and all contributions into 23 mutual funds, 3 collective trusts, or the stable value funds. Participants may also allocate Company contributions among the investment options chosen for employee contributions, or different investment options in 1% increments. Investment elections may be changed at any time by the participant; however, changes to a participant's elections only apply to future contributions.

Vesting Provisions

Participants are fully vested at all times in their own contributions and rollover contributions, if any. A participant becomes 100% vested in all Company contributions upon death, retirement, disability or termination of employment with the Company due to certain change in control provisions. Otherwise, participants become vested in all Company contributions using a graduated scale over five years of credited vesting service, as follows:

<u>Years of Active Service</u>	<u>Vested Percentage</u>
Less than 2 years	0%
2 years	25%
3 years	50%
4 years	75%
5 years or more	100%

Certain other vesting schedules may apply as detailed in the Plan document.

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of the participant's vested account balance. Notes receivable from participants have terms ranging from 1 to 5 years or up to 10 years for the purchase of a primary residence. Principal and interest payments are made by means of payroll withholdings according to the terms of the respective promissory note. Notes receivable from participants are secured by the vested balance in the participant's account and bear interest at the rates charged by major banks for their prime commercial customers and remain fixed over the term of the note. Interest rates ranged from 3.25% to 8.50% for outstanding notes receivable from participants at December 31, 2024 and 2023.

Forfeitures

Forfeitures of Company contributions and earnings attributable thereto may occur if a participant terminates employment or withdraws his or her contributions prior to becoming vested. Amounts forfeited are used to reduce future Company contributions. Forfeitures utilized to reduce Company contributions were \$96,598 and \$250,642 for the years ended December 31, 2024 and 2023, respectively. Forfeited non-vested amounts of \$141,118 and \$245,149 were used to pay Plan administrative expenses for the years ended December 31, 2024 and 2023, respectively. Forfeitures available to reduce future Company contributions totaled \$47,896 and \$21,023 at December 31, 2024 and 2023, respectively.

Payment of Benefits

Retired participants may elect to defer distributions from their accounts until age 72 and may elect to receive their vested account balances in monthly installments, annual installments, or as a lump sum distribution. Retired participants electing installment distributions shall receive such installments for periods no less than 3 years (36 months) nor more than the actuarial life expectancy of the participant, or if the participant is married, the period shall not exceed the joint and last survivor life expectancy of the participant and his or her spouse. If retired participants elect to defer their distributions until age 72 or receive them in monthly installments, they continue to have the same distribution options as an active participant.

The entire vested portion of a terminated participant's account balance will be distributed in a single lump sum if the participant's vested account balance does not exceed \$1,000.

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

1. Plan Description, continued

Payment of Benefits, continued

The Plan contains several different in-service withdrawal options for participants. For participants age 59 ½ or older and requesting a complete withdrawal, the Plan imposed a suspension of Company matching contributions, pre-tax 401(k) contributions and after-tax contributions for a six-month period.

Participants, with proof of hardship, may make withdrawals from the pre-tax contribution portion of the Plan. These amounts may only be withdrawn after all post-tax contributions and the earnings thereon have been withdrawn.

Roth 401(k) contributions is an eligible source for participant withdrawals upon attaining the age of 59 ½ or upon a hardship.

Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of investments, notes receivable from participants, and distributions are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation in fair value of investments. Fees incurred by the Plan for investment management services or recordkeeping are included in the net appreciation (depreciation) in fair value of investments, as they are paid through revenue sharing, rather than direct payment.

Expense Offset Arrangements

Fidelity provides certain administrative services to the Plan, and Fidelity receives revenue from mutual fund service providers for services Fidelity provides to the funds. This revenue is used to offset certain amounts owed to Fidelity for its administrative services to the Plan. If the revenue received by Fidelity from such mutual fund service providers exceeds the amount owed, Fidelity remits the excess to the Plan's trust. Such amounts may be applied to pay Plan administrative expenses or allocated to the accounts of the participants. During the years ended December 31, 2024 and 2023, the excess amounts were \$133,064 and \$104,976, respectively. The Plan or Plan Sponsor may make a payment to Fidelity for administrative expenses not covered by revenue sharing.

2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis 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 Plan management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein and disclosure of contingent assets and liabilities. Accordingly, actual results could differ from those estimates.

Valuation of Investments and Income Recognition

The Plan's investments are stated at fair value (except for the fully benefit-responsive investment contracts, which are reported at contract value as discussed below). Shares of mutual funds and collective trusts are valued at quoted market prices, which represent the net asset value of shares held by the Plan at year-end. 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. See Note 4 for discussion of fair value measurements.

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

2. Summary of Significant Accounting Policies, continued

Valuation of Investments and Income Recognition, continued

The Plan invests in fully benefit-responsive investment contracts ("FBRIC") held in a stable value fund and the FBRICs are accounted for at contract value. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to FBRICS because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan.

Purchases and sales are recorded on a trade-date basis. Dividend income is recorded on the ex-dividend date, while interest income is recorded as earned. Net appreciation (depreciation) in fair value of investments includes realized gains and losses on investments sold during the year as well as unrealized appreciation (depreciation) of the investments held at the end of the year.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balances plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Benefit Payments

Benefits are recorded when paid.

3. Risks and Uncertainties

The Plan provides for various investment options. These investment options are exposed to market risk, which generally means the risk of loss in the value of certain investment securities due to changes in interest rates, security and commodity prices and general market conditions. 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 risks in the near term could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

4. Fair Value Measurements

Accounting Standards Codification ("ASC") Topic 820, *Fair Value Measurements and Disclosures*, defines fair value and 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 Topic 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 Inputs to the valuation methodology include:

- 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.

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.

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

4. Fair Value Measurements, continued

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 hierarchy is based on the lowest level 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.

In determining fair value, the Plan generally uses the market approach. The market approach 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, 2024 and 2023.

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. (Market approach)

Collective trusts: 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. (Market approach)

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

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value on a recurring basis as of December 31, 2024 and 2023:

Assets at Fair Value as of December 31, 2024				
	Level 1	Level 2	Level 3	Total
Mutual funds	<u>\$ 284,291,959</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 284,291,959
Investments measured at NAV ^(a)				<u>96,673,930</u>
Total investments, at fair value				<u>\$ 380,965,889</u>

Assets at Fair Value as of December 31, 2023				
	Level 1	Level 2	Level 3	Total
Mutual funds	<u>\$ 263,816,437</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 263,816,437
Investments measured at NAV ^(a)				<u>74,191,191</u>
Total investments, at fair value				<u>\$ 338,007,628</u>

^(a) In accordance with ASU 2015-07, certain investments that were measured at NAV per share (or its equivalent) 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 Statements of Net Assets Available for Benefits.

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION NOTES TO FINANCIAL STATEMENTS

4. 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, 2024 and 2023:

<u>Investment</u>	<u>Fair Value December 31,</u>		<u>Unfunded</u>	<u>Redemption Frequency (if currently eligible)</u>	<u>Redemption Notice Period</u>
	<u>2024</u>	<u>2023</u>	<u>Commitment</u>		
Collective Trusts	\$96,673,930	\$ 74,191,191	N/A	Daily	None

5. Investment Contracts

The Stable Value Fund's key objectives are to provide preservation of principal, maintain a stable interest rate and provide daily liquidity at contract value for participant withdrawals and transfers in accordance with the provisions of the Plan.

To accomplish the objectives outlined above, the Stable Value Fund invests in wrapper contracts (also known as synthetic GICs).

In a wrapper contract structure, the underlying investments are owned by the Stable Value Fund and held in trust for Plan participants. The Stable Value Fund purchases a wrapper contract from an insurance company or bank. The wrapper contract amortizes the realized and unrealized gains and losses on the underlying fixed income investments, typically over the duration of the investments through adjustments to the future interest-crediting rate (which is the rate earned by participants in the Stable Value Fund for the underlying investments). The issuer of the wrapper contract provides assurance that the adjustments to the interest-crediting rate do not result in a future interest-crediting rate that is less than zero. An interest-crediting rate less than zero would result in a loss of principal or accrued interest.

The key factors that influence future interest-crediting rates for a wrapper contract include:

- The level of market interest rates
- The amount and timing of participant contributions, transfers, and withdrawals into/out of the wrapper contract
- The investment returns generated by the fixed income investments that back the wrapper contract
- The duration of the underlying investments backing the wrapper contract

Wrapper contracts' interest-crediting rates are typically reset on a monthly or quarterly basis. While there may be slight variations from one contract to another, most wrapper contracts use a formula that is based on the characteristics of the underlying fixed income portfolio:

$$CR = [(1+YTM) \times (MV/CV)^{1/Dur} - 1] - F$$

Where:

CR	=	Contract interest-crediting rate
YTM	=	Yield to maturity of underlying investments
MV	=	Market value of underlying investments
CV	=	Contract value (principal plus accrued interest)
Dur	=	Duration of the portfolio
F	=	Wrapper contract fees

All wrapper contracts provide for a minimum interest-crediting rate of 0%. In the event that the interest-crediting rate should fall to zero and the requirements of the wrapper contract are satisfied, the wrapper issuers will pay to the Plan the shortfall needed to maintain the interest-crediting rate at zero. This helps to ensure that participants' principal and accrued interest will be protected.

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION

NOTES TO FINANCIAL STATEMENTS

5. Investment Contracts, continued

In certain circumstances, the amount withdrawn from the wrapper contract would be payable at fair value rather than at contract value. These events include termination of the Plan, a material adverse change to the provisions of the Plan, an employer election to withdraw from a wrapper contract in order to switch to a different investment provider, or a successor plan's terms (in the event of a spin-off or sale of a division) that do not meet the wrapper contract issuer's underwriting criteria for issuance of a clone wrapper contract.

The events described above, that could result in the payment of benefits at market value rather than contract value, are not probable of occurring in the foreseeable future.

Examples of events that would permit a wrapper contract issuer to terminate a wrapper contract upon short notice include the Plan's loss of its qualified status, un-cured material breaches of responsibilities, or material and adverse changes to the provisions of the Plan. If one of these events was to occur, the wrapper contract issuer could terminate the wrapper contract at the market value of the underlying investments.

6. Information Certified by the Trustee and Custodian (Unaudited)

The Plan Administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Certain information related to investments, fully benefit-responsive investment contracts and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedule, including investments, fully benefit-responsive investment contracts and notes receivable from participants held at December 31, 2024 and 2023, and net appreciation (depreciation) in fair value of investments, interest and dividends and interest income from notes receivable from participants for the years then ended, was obtained or derived from information supplied to the Plan Administrator and certified as complete and accurate by Fidelity and INVESCO.

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

7. Party-in-Interest Transactions

As of December 31, 2024 and 2023, the Plan's investments include mutual funds, collective trusts, and stable value funds managed by an affiliate of the Trustee and Custodian. In addition, the Plan has notes receivable from participants outstanding, which are secured solely by a portion of the participant's vested account balance, in accordance with the Plan document. As described in Note 2, the Plan paid expenses related to the plan operations, and these transactions qualify as party-in-transactions, as defined by ERISA. Such transactions are permitted under the provisions of the Plan and thus, are exempt from the prohibition of party-in-interest transactions under ERISA.

8. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan document to discontinue contributions and to terminate the Plan at any time subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested, and the net assets will be allocated among the participants and beneficiaries of the Plan in the order provided for by ERISA.

9. Federal Income Tax Status

The Plan document has been filed with the Internal Revenue Service ("IRS"), and the Plan has received qualification under Section 401(a), 401(k) and 501(a) of the IRC and, therefore, is exempt from federal income taxes. The Plan last received a favorable determination letter from the IRS dated February 28, 2018. 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 IRC, and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION
NOTES TO FINANCIAL STATEMENTS

9. Federal Income Tax Status, continued

U.S. GAAP requires Plan management to evaluate the tax position taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the DOL and IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

10. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of the net assets available for benefits per the financial statements to the Form 5500 as of December 31, 2024 and 2023:

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per the financial statements	\$ 421,865,299	\$ 390,505,357
Difference between fair value and contract value for fully benefit-responsive investment contracts	<u>(4,188,464)</u>	<u>(4,783,972)</u>
Net assets available for benefits per Form 5500	<u>\$ 417,676,835</u>	<u>\$ 385,721,385</u>

The following is a reconciliation of the net increase in net assets available for benefits per the financial statements to the Form 5500 for the years ended December 31, 2024 and 2023:

	<u>2024</u>	<u>2023</u>
Net increase in net assets available for benefits per the financial statements	\$ 31,359,942	\$ 36,272,325
Change in difference between fair value and contract value for fully benefit-responsive investment contracts	<u>595,508</u>	<u>1,463,050</u>
Net increase in net assets available for benefits per Form 5500	<u>\$ 31,955,450</u>	<u>\$ 37,735,375</u>

11. Subsequent Events

Plan management has evaluated all subsequent events through October 1, 2024, which is the date the financial statements were issued, and has concluded that there are no significant events to be reported.

SUPPLEMENTAL SCHEDULE

SAVINGS AND INVESTMENT PLAN OF SASOL (USA) CORPORATION
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

EIN: 46-2043151
PN: 002

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
Mutual funds:				
*	Fidelity Investments.	Fidelity 500 Index Fund	**	\$ 48,253,836
	Harbor Capital Advisors, Inc.	Harbor Capital Appreciation Institutional Fund	**	33,248,953
	The Vanguard Group, Inc.	Vanguard Target Retirement 2035 Fund	**	21,890,115
	MFS Investment Management	MFS Value Fund - Class R4	**	18,623,439
	The Vanguard Group, Inc.	Vanguard Target Retirement 2045 Fund	**	17,403,171
*	Fidelity Investments	Fidelity Diversified International Fund - Class K	**	15,234,362
	John Hancock Advisors, LLC	JH Disciplined Value Mid Cap Fund - Class I	**	12,354,056
	The Vanguard Group, Inc.	Vanguard Target Retirement 2040 Fund	**	11,488,010
	The Vanguard Group, Inc.	Vanguard Target Retirement 2050 Fund	**	11,449,843
	The Vanguard Group, Inc.	Vanguard Target Retirement 2055 Fund	**	10,791,671
	The Vanguard Group, Inc.	Vanguard Target Retirement 2025 Fund	**	10,503,057
	The Vanguard Group, Inc.	Vanguard Target Retirement 2030 Fund	**	9,757,967
*	Fidelity Investments	Fidelity Global Ex U.S. Index Fund - Class P	**	9,351,937
	MassMutual	MassMutual Select Mid Cap Growth Fund – Class I	**	9,106,496
*	Fidelity Investments.	Fidelity US Bond Index Fun	**	8,820,641
	Metropolitan West	Metropolitan West Total Bond Fund - Class P	**	7,693,607
*	Fidelity Investments	Fidelity Extended Market Index Fund - Class P	**	6,314,130
*	Fidelity Investments.	Fidelity Small Cap Index Fund	**	5,904,124
	The Vanguard Group, Inc.	Vanguard Target Retirement 2060 Fund	**	4,982,037
	Fidelity Investments.	Fidelity Small Cap Growth K6 Fund	**	4,464,476
	The Vanguard Group, Inc.	Vanguard Target Retirement 2020 Fund	**	2,828,126
	The Vanguard Group, Inc.	Vanguard Target Retirement Income Fund	**	1,998,613
	The Vanguard Group, Inc.	Vanguard Target Retirement 2065 Fund	**	<u>1,829,292</u>
		Total mutual funds		<u>284,291,959</u>
Collective trusts:				
*	Fidelity Investments	Fidelity Growth Company Fund - Class K	**	89,802,576
*	Fidelity Investments	Small Cap Value Fund II Fee Class I1	**	5,682,575
*	Fidelity Investments	Fidelity Short Term Investment Fund	**	<u>1,188,780</u>
		Total collective trusts		<u>96,673,930</u>
Stable value funds:				
*	INVESCO National Trust Company	Voya Retirement & Annuity Contract	**	6,761,389
*	INVESCO National Trust Company	Pacific Life Insurance Contract	**	6,609,071
*	INVESCO National Trust Company	American General Life Insurance Contract	**	6,515,678
*	INVESCO National Trust Company	Met Tower Life	**	6,468,615
*	INVESCO National Trust Company	Prudential Insurance Company Contract	**	<u>6,422,483</u>
		Total stable value funds		<u>32,777,236</u>
Participant loans:				
*	The Plan	Participant notes receivable with interest rates ranging from 3.25% to 8.50%	-	<u>3,992,763</u>
		Total assets (held at end of year)		<u>\$ 417,735,888</u>

* Represents party-in-interest transactions.

** Cost information is not required for participant directed investments.

See independent auditor's report