

Sasol North America

## A MESSAGE FROM MIKE



Team,

Many of our Sasol colleagues have been personally impacted by the devastating impacts of Hurricane Laura. For those affected, please continue to prioritize safety and know our thoughts are with you and your families.

**Sasol is taking the following steps to assist our employees who are dealing with the storm's impacts:**

**I. Assistance with immediate home preservation, including tree removal and placing tarps on damaged rooftops via a third-party contractor. Contact Olivia Babineaux at [Olivia.Babineaux@us.sasol.com](mailto:Olivia.Babineaux@us.sasol.com).**

**II. Temporary housing, relocation and logistics service support**, including support with identifying alternative housing and transportation accommodations. For employees who experienced severe structural damage to their homes, Sasol will fund temporary housing for up to 30 days. The company will also offer moving van or trailer rentals to assist employees with transporting personal items to storage facilities. Vehicle rental assistance is also available.

**III. Interest-free loans** of up to \$10,000.

**For items II and III:** Contact Robbye Jones at [Robbye.Jones@us.sasol.com](mailto:Robbye.Jones@us.sasol.com), Patricia Lowry at [Patricia.Lowry@us.sasol.com](mailto:Patricia.Lowry@us.sasol.com), Carla Wiggins at [Carla.Wiggins@us.sasol.com](mailto:Carla.Wiggins@us.sasol.com) or Diana Villarreal at [Diana.Villarreal@us.sasol.com](mailto:Diana.Villarreal@us.sasol.com).

**IV. Expedited \$2,000 Sasol grants to affected employee households** to assist with incidental costs incurred during recovery. This support will be directly deposited into the accounts of employees who work in Lake Charles as soon as possible.

**V. Sasol's Employee Assistance Program** offers employees and family members support, information and resources related to dealing with feelings of worry, disruption, grief and loss. Contact IBH at 800-395-1616 anytime (24/7) to confidentially speak one-on-one with a professional. The service is provided free of charge of Sasol employees.

Sasol has also launched a [Hurricane Laura Employee Resources webpage](#) - listing available resources and assistance. This webpage is intended to provide resource information and assistance provided by the Company to Sasol employees, as well as resources available through other authorities. It will be updated regularly.

Please also look for additional benefit communications from Sasol Total Rewards in the coming days regarding 401k loans, more EAP information and Cigna updates.

**To support our communities**, the company has committed \$100,000 to City of Westlake and

Southwest Louisiana relief funds to assist with ongoing recovery efforts. Stay tuned for more information about how employees can support local recovery initiatives.

Until I write again, stay safe.



Mike Thomas  
Senior Vice President  
North American Operations

