

## Sasol Chemicals U.S.

### Community Scholarship Guidelines

#### Program Overview

The Sasol Scholars Program provides scholarship support to graduating high school seniors and current college students pursuing an associate or bachelor's degree. The program is comprised of two award categories: community scholarships and higher education endowments with select educational institutions. Award categories directly benefit students within the groups listed below, dependent on each award.

- Targeted high school seniors in Sasol's fenceline community (municipalities or districts surrounding Chemicals U.S. Lake Charles Chemical Complex).
- Students at partnering universities and technical colleges in the Louisiana region.

The program allocates \$100,000 in awards for graduating high school seniors across Sasol's fenceline communities.

As part of the Sasol Scholars Program, Sasol also invests in and partners with an expanding portfolio of universities and technical colleges to provide endowed scholarship opportunities for post-secondary students tailored to each institution's needs, offerings and areas of expertise.

#### Community Scholarship

Sasol has historically supported fenceline communities with a focus on process technology and technical training. As Sasol's recruitment needs shift, we continue to expand our educational outreach to support high school seniors in their pursuit of higher-level education in additional fields of study.

The goal of the Sasol Community Scholarship is to support local students in obtaining a degree that aligns with Sasol's long-term recruitment goals. Sasol's internship program and recruitment efforts give special consideration to candidates who have applied for or who have received a Community Scholarship.

To ensure students in our fenceline communities benefit from the program and to promote continuity in Sasol's education to workforce pipeline, Sasol identified partner high schools and school districts near our operating site in Westlake, LA. These entities were evaluated and selected based on our partner eligibility criteria. To apply for a Community Scholarship, students must be a high school senior enrolled in an eligible partner high school or school district (listed below) and must meet the additional student eligibility criteria.

Seven \$10,000 awards (for four-year university/college programs) are distributed across Sasol's fenceline communities as follows:\*

- **Lake Charles Chemicals Complex:**
  - One (1) award for high school seniors attending Westlake High School
  - One (1) award for a high school senior at Washington-Marion Magnet High School

- Five (5) awards for high school seniors attending any school within the Calcasieu Parish School Board

Six \$5,000 awards (for two-year technical college programs) are distributed across these regions, as follows:\*

- **Lake Charles Chemicals Complex:**
  - One (1) award for a high school senior at Westlake High School
  - One (1) award for a high school senior at Washington-Marion Magnet High School
  - Four (4) awards for a high school senior attending any school within the Calcasieu Parish School Board

Awardees receive **\$2,500 annually** for up to four years or until an associate or bachelor's degree is earned, whichever occurs first, on the basis of satisfactory academic performance (maintaining at least a 2.75 grade point average) and full-time enrollment (minimum of 12 credit hours per semester).

*\*Awards are allocated first by partner school/district within each fenceline community and by program type (two- or four-year program). In an instance where there are limited qualified candidates, Scholarship America will reallocate funds based on a two-phase approach:*

- *Phase 1: If there are no qualified applicants for two-year or four-year programs at certain partner schools/districts as specified above, then Scholarship America will reallocate award amounts within the community first to meet demand (i.e., funding for four-year programs can be used for two-year programs and vice versa).*
- *Phase 2: If no qualified candidates are identified within the fenceline community, remaining funds will be reallocated and awarded to the next most qualified applicant across all partner schools/districts at the discretion of Scholarship America.*

## **Student Eligibility Criteria**

Applicants interested in the Community Scholarship must:

- Be a high school senior attending one of Sasol's select partner schools—or a school within a specified school district—with a minimum 2.75 GPA.
- Plan to enroll in full-time (minimum 12 credit hours) undergraduate study at an accredited two- or four-year college, university or vocational-technical school for the entire upcoming academic year.
- Plan to pursue the following fields of study:
  - **Associate degree:** Chemical Laboratory Technology, Industrial Instrumentation Technology, Industrial Electrical Technology, Machine Tool Technology, Process Technology and related fields.
  - **Bachelor's degree:** Science, Technology, Engineering, Mathematics, Business, Liberal Arts and related fields.

## Scholarship Renewal Criteria

Recipients of the Community Scholarship must submit a renewal form each spring semester to maintain eligibility. To renew the award, the student must:

- Be enrolled in full-time (minimum 12 credit hours) undergraduate study at an accredited two- or four-year college, university or vocational-technical school for the entire upcoming academic year.
- Maintain a cumulative 2.75 GPA.
- Complete a renewal form with Scholarship America.

Additionally, recipients are encouraged to email [sasolscholars@us.sasol.com](mailto:sasolscholars@us.sasol.com) to provide responses to the following topics annually:

- Present career aspirations
- Brief feedback on the scholarship program's impact (2-3 sentences)

## Eligible Communities and Schools

Sasol's Community Scholarship is reserved for qualifying students attending one of Sasol's partner high schools and schools within specified school districts in eligible fenceline communities (municipalities/districts surrounding operating Sasol facilities). Partner schools and districts were evaluated and selected based on a few key factors, including:

- **Location of the school/district within or near Sasol's fenceline community.**  
This applies to targeted high schools and school districts within adjacent communities to Sasol's Chemicals U.S. Lake Charles Chemical Complex.
- **The high school's participation in or affiliation with Sasol's Partners in Education program.**  
Sasol's Partner in Education program targets select schools based near Sasol's operating facilities through long-standing agreements between Sasol Chemicals America and the educational institutions listed below. The program allows Sasol to directly contribute to the welfare of each school through STEM-curriculum support, educator development and mentoring opportunities.

### Current Partner in Education schools:

- Combre-Fondel Elementary
- Western Heights Elementary
- Westwood Elementary

High schools that are a Sasol Partners in Education feeder school (i.e., receive a high volume of students from a PIE elementary school) were given special consideration. To identify partner schools for the scholarship program, Corporate Affairs considered the high schools to which our PIE elementary students most commonly advanced.

- **The associated Sasol facility's size and number of employees.**

## **Selection Process**

Sasol partners with Scholarship America to host and manage applications for the Community Scholarship on Scholarship America's online platform. Customer support is available to students throughout the application period at [sasol-scholars@scholarshipamerica.org](mailto:sasol-scholars@scholarshipamerica.org).

Scholarship America evaluates applications for the Community Scholarship based on the following criteria:

1. Academic performance
2. Demonstrated leadership and participation in school and community activities
3. Work experience
4. Statement (up to 200 words) of career and educational goals and objectives
5. Statement (up to 200 words) of extenuating personal or family circumstances (optional)

Scholarship America selects the finalists, notifies recipients and coordinates with each student's selected university, college or technical program for fund disbursement. Scholarship awards are for undergraduate study only and can be used for any education-related expenses.

## **Timeline**

### **Application Period**

The application period for the Community Scholarship opens in the fall semester. New scholarship applicants and candidates for scholarship renewal must submit all required responses and materials by the deadline, which Sasol announces each fall semester.

### **Selection Period**

Scholarship America notifies finalists by April and disburses funds to the student's selected school in early August.

### **Post-selection Recipient Engagement**

Sasol scholarship recipients have the opportunity and are encouraged to participate in various engagement activities annually. Students are able to select the event based on their interests. In-person and virtual options are available. Activities are subject to change, but typically include the following:

- **Learn more about Sasol:**
  - Attend one of Sasol’s recruitment events at the scholarship recipient’s educational institution.
  - Schedule a site visit and tour one of Sasol’s locations, based on availability.
  - Watch a Sasol-produced video about the company and take a short quiz to confirm completion of the activity.
  
- **Network with fellow scholarship recipients and Sasol employees:**
  - Participate in a virtual “coffee hour” with fellow scholarship recipients and Sasol employees who have been a scholarship recipient or previous Sasol intern.
  - Participate in a virtual call to learn more about Sasol career path options, including the internship program.

### **Scholarship Program Management**

Sasol administers the scholarship components of the program through a third-party vendor, Scholarship America, to leverage the organization’s resources and expertise in scholarship creation, program delivery and analytics reporting for continuous improvement.

Scholarship America hosts the applications on its web-based platform to ensure a user-friendly process for students. Scholarship America also provides unbiased third-party evaluation and selection of applicants to ensure equitable delivery of scholarship awards.

Scholarship America oversees the program's selection process. In fulfillment of the organization’s role as an unbiased, third-party evaluator, Scholarship America developed the selection criteria and is responsible for choosing program finalists based on these standards. To ensure compliance with Sasol’s code of ethics, Sasol’s ethics supervisor, corporate affairs, and the legal team will conduct a final review of all awardees. Not all applicants to the program will be selected as recipients. All applicants agree to accept the decision as final.

### **Scholarship Program Diversity and Inclusion**

Scholarships awarded through the Sasol Scholars Program are granted without regard to race, color, creed, religion, sexual orientation, gender, disability or national origin.