

2024 Our leadership and executive management

for the year ended September 2024



sappi

Non-executive directors

Mr Nkululeko Leonard Sowazi (61)

(Independent)

Qualifications: MSc (Urban Planning)

Nationality: South African

Appointed: October 2022 (Chairman as of 08 February 2024)

Sappi board committee memberships:

- Chairman – Sappi Limited Board
- Nomination and Governance Committee (Chairman)
- Attends Audit and Risk Committee, Human Resources and Compensation Committee and Social, Ethics, Transformation and Sustainability Committee meetings as Ex Officio.

Other board and organisation memberships:

- Grindrod Limited – Lead Independent Non-executive Director, (Member of Remuneration Committee, Investment Committee and Risk Committee)
- MTN Group Limited – Independent Non-executive Director, (Member of Nominations Committee, Remunerations Committee, Human Resources Committee, Climate Change Committee, Finance Member and Chairperson of Social and Ethics Committee)
- Sanlam Private Equity Fund Investment Committee Chairperson
- Tiso Foundation (co-founder and Trustee)
- Tiso Investment Holdings (co-founder and Executive Chairperson).

Skills, expertise and experience:

Mr Sowazi has over 30 years' senior executive and investment management experience and has served on numerous boards of both listed and unlisted companies. Mr Sowazi has a strong commercial and entrepreneurial business track record and presents with an impeccable reputation in the market.

Mr Brian Richard Beamish (Brian) (67)

(Independent)

Qualifications: BSc (Mechanical Engineering): HBS PMD

Nationality: British and South African

Appointed: March 2019

Sappi board committee memberships:

- Social, Ethics, Transformation and Sustainability Committee member
- Human Resources and Compensation Committee member.

Other board and organisation memberships:

- Metso Corporation (Member of the Remuneration and Human Resources Committee).

Skills, expertise and experience:

Mr Beamish is a qualified mechanical engineer with over 40 years of relevant management, business and leadership experience in capital-intensive industries. He was appointed to the Lonmin board in 2013 and served as Chairman from May 2014 until June 2019 when the corporate action with Sibanye Stillwater concluded. He also served as Chair of the Nomination Committee and as a member of the Remuneration and Safety Committee, Health and Environment Committee. His senior executive career was spent within Anglo American, where his final role until retirement was Group Director Mining and Technology, before which he was the Chief Executive Officer (CEO) of the Base Metals division.

Mr Michael Anthony Fallon (Mike) (66)

(Independent)

Qualifications: BSc Hons (First Class)

Nationality: British

Appointed: September 2011

Sappi board committee memberships:

- Human Resources and Compensation Committee (Chairman)
- Nomination and Governance Committee member.

Skills, expertise and experience:

Mr Fallon retired as an executive director of Nippon Sheet Glass Company Limited (NSG Group) at the end of June 2012. Before retiring, Mr Fallon was President of NSG's Global Automotive division, with 17,500 employees, heading up all the glass and glazing operations in the key automotive regions across the world. With annual sales of around €6 billion, the NSG Group is one of the world's largest manufacturers of glass and glazing products for the building, automotive and speciality glass sectors. His management and leadership experience extends across a wide range of functions from plant management, sales and marketing and supply chain to general management, including mergers and acquisition experience.

During his 30-year career in a highly competitive industry, he held several positions, including President of Pilkington operations in North America and director and Chairman of companies in the UK, New Zealand and Finland. In his last four years at NSG Group, he was both a main board director and leader of its Global Automotive division. He was responsible for leading and developing the strategic direction and ultimately the performance and governance of this business. His leadership and experience covered all aspects of the business, from its research and development, sales and marketing, 30 manufacturing sites, supply chain, including 150 warehouses and distribution centres, purchasing, human resources and finance.

Mr James Michael Lopez (Jim) (65)

(Independent)

Qualifications: BA (Economics)

Nationality: American

Appointed: March 2019

Sappi board committee memberships:

- Social, Ethics, Transformation and Sustainability Committee member
- Human Resources and Compensation Committee member.

Skills, expertise and experience:

Mr Lopez is the former President and CEO of Tembec Inc (2006 to 2017) having progressed through management, senior management and executive positions in Tembec since 1989 and also served on the Tembec board. In 2017, Mr Lopez successfully negotiated the sale of Tembec Inc, a manufacturer of lumber, pulp, paper/paperboard and speciality cellulose and a global leader in sustainable forest management practices. Mr Lopez previously served as Co-Chairman of the Bi-National Softwood Lumber Council. Previous Chairmanships included the Softwood Lumber Board, Forest products Innovation, Ontario Forest Products Association and Forest Products Association of Canada.

Ms Zola Nwabisa Malinga (46)

(Independent)

Qualifications: BCom, CA(SA)

Nationality: South African

Appointed: October 2018

Sappi board committee memberships:

- Audit and Risk Committee (Chairperson).

Other board and organisation memberships:

- Pepkor Holdings Limited
- St Mary's Foundation
- Jade Capital Partners (Pty) Limited
- Jade Foundation Trust
- Intocast SA (Pty) Limited.

Skills, expertise and experience:

Ms Malinga is a Chartered Accountant and has extensive experience in investment banking, real estate, corporate finance and governance. She was previously a director in the Real Estate Finance Division of Standard Bank where she was also a member of the Executive and Deal Approval Committees. Before this, she was an Investment Banker at Standard Bank and a member of the corporate finance team at Investec Bank Limited. Ms Malinga has leadership and governance expertise having served on numerous boards as a non-executive director including Grindrod Bank, Grindrod Limited and Hospitality Property Fund Limited.

Dr Bonakele Mehlomakulu (Boni) (51)

(Independent)

Qualifications: PhD (Chemical Engineering)

Nationality: South African

Appointed: March 2017

Sappi board committee memberships:

- Social, Ethics, Transformation and Sustainability Committee member
- Audit and Risk Committee member.

Other board and organisation memberships:

- Hulamin Limited
- Yokogawa South Africa (Pty) Limited.

Skills, expertise and experience:

Dr Boni Mehlomakulu holds a PhD in Chemical Engineering from the University of Cape Town. Her career started at Sasol before joining the Department of Science and Technology occupying various management roles. She served as the CEO of the South African Bureau of Standards for nine years. In addition to her non-executive directorship at Sappi Limited, she also serves as a non-executive director at Hulamin Limited and Yokogawa South Africa. Her past directorships include PBMR (Pty) Limited, Nuclear Energy Corporation of South Africa, Eskom Holdings SOC Limited and the Technology Innovation Agency. She also served as a South African representative on the governing Council of International Organization for Standardization (ISO, Geneva).

Non-executive directors continued

Mr Mohammed Valli Moosa (Valli) (67)

(Independent)

Qualifications: BSc (Mathematics and Physics)

Nationality: South African

Appointed: August 2010

Sappi board committee memberships:

- Social, Ethics, Transformation and Sustainability Committee (Chairman)
- Nomination and Governance Committee member
- Lead Independent Director – Sappi Limited Board.

Skills, expertise and experience:

Mr Moosa has held numerous leadership positions across business, government, politics and civil society in South Africa and internationally. Mr Moosa has expertise in finance, general business and mining. He has extensive leadership experience in the public and private sector. He is also an international expert on sustainable development and climate change.

Mr Moosa previously served as Chairman of the world's biggest platinum producer, Anglo Platinum Limited and as Chairman of Sun International Limited. He served on the boards of the financial services group, Sanlam Limited, which has operations in South Africa, India, the UK and in numerous African countries. He served on the board of transport and logistics company, Imperial Holdings, which had operations in Sub-Saharan Africa, Brazil, the Netherlands, Germany and the UK. He participated in establishing two Johannesburg-based private equity funds and the investment house, Lereko Investments.

Mr Moosa was South African Minister of Constitutional Development; member of the National Executive Committee of the African National Congress until 2009; President of the International Union for the Conservation of Nature; Chairman of the United Nations Commission for Sustainable Development and served on the Presidential Climate Commission as Deputy Chairperson to President Ramaphosa. Mr Moosa currently serves on the Steering Committee of the Tokyo-based Innovation for a Cool Earth Forum and is the Chairman of the World Wide Fund for Nature South Africa.

Mr Robertus Johannes Antonius Maria Renders (Rob Jan) (71)

(Independent)

Qualifications: MSc (Mechanical Engineering), MDP

Nationality: Dutch

Appointed: October 2015

Sappi board committee memberships:

- Human Resources and Compensation Committee member
- Audit and Risk Committee member.

Other board and organisation memberships:

- MEPCO – Executive board member, Acting Group President and Chairman of the Strategy and Executive committee.

Skills, expertise and experience:

Mr Renders is a business consultant. He was also the Chairman of the board for Walki Oy until April 2024. He was a board member of Duropack GmbH from 2012 until the end of May 2015, as well as CEO of Duropack from May 2013 until May 2015. From 2006 to 2010, he served as Chairman of OTOR Société Anonyme, a leading packaging provider in France. Between 1989 and 2006, he held various positions at Svenska Cellulosa Aktiebolaget (SCA), a leading global producer of hygiene products and packaging solutions, including Mill Manager at SCA Packaging De Hoop, Managing Director of SCA Packaging De Hoop, President of SCA Packaging Containerboard, President of SCA Packaging Europe and Senior Vice President Special Project Global Packaging for SCA Group. Since November 2022, Mr Renders accepted a board position at MEPCO, based in Jeddah, Saudi Arabia, a leading paper manufacturer, packaging and tissue, and recovered paper collection company in the Middle East. He is currently an Executive board member, Chairman of the Strategy and Executive committee and Acting Group President. Mr Renders is also a service provider in an advisory capacity to the Public Investment Fund of Saudi Arabia.

Mr Louis Leon von Zeuner (63)

(Independent)

Qualifications: BEcon (Economics)

Nationality: South African

Appointed: September 2022

Sappi board committee memberships:

- Audit and Risk Committee member
- Human Resources and Compensation Committee member.

Other board and organisation memberships:

- FirstRand Limited – Independent Non-executive Director, (Chairperson of Remuneration Committee, Member of Risk Committee, Audit Committee, Social and Ethics Committee, Credit and Large Exposure Committee and Directors Affairs Committee).
- First National Bank Limited – Member of the Board
- First Rand Insurance Holdings (Pty) Limited – Member of the Board
- University of the Free State – Council Member.

Skills, expertise and experience:

Mr von Zeuner holds a Bachelor of Economics degree from the University of Stellenbosch and is a Chartered Director (SA). He served as Deputy GCEO of the Absa Group at the time of his retirement in 2012 after 32 years of service in banking. His role as board member, aside from the normal focus on strategy profitability, sustainability and has a key focus on governance status. Despite his role change from executive to non-executive Mr von Zeuner has been able to continue to play a leadership role in the activities of various organisations and contribute to growing the businesses. He is results driven and supports growing customer relationships.

Ms Eleni Istavridis (67)

(Independent)

Qualifications: BA, MBA, MIA

Nationality: American

Appointed: October 2022

Sappi board committee memberships:

- Audit and Risk Committee member.

Other board and organisation memberships:

- Sonoco Products Company Independent Non-executive Director, (Member of the Financial Policy Committee, Employee and Public Responsibility Committee and Audit Committee).

Skills, expertise and experience:

Ms Istavridis is a seasoned leader with international experience, including 17 years in the United States and 22 years in Asia in financial services and manufacturing. She has deep expertise in strategy, finance and global operations. Most recently she was Executive Vice President at Bank of New York Mellon as Head of Global Client Management for Asia and later Head of Investment Services, Asia Pacific. Earlier she served in a variety of senior leadership roles including President and Chief Operating Officer of Tristate, an Asia-based manufacturer, and Managing Director at Bankers Trust Company. She is currently an independent board member of two public companies and has committee assignments focused on audit, financial policy, employees and public responsibility areas.

Executive directors

Mr Stephen Robert Binnie (Steve) (57)

(Chief Executive Officer)

Qualifications: BCom, BAcc, CA(SA), MBA

Nationality: British

Appointed: September 2012

Sappi board committee memberships:

- Social, Ethics, Transformation and Sustainability Committee member
- Attends meetings of all other board committees by invitation.

Skills, expertise and experience:

Mr Binnie was appointed CEO of Sappi Limited in July 2014. He joined Sappi in July 2012 as CFO designate and was appointed CFO and Executive Director from 01 September 2012. Before joining Sappi, he held various senior finance roles and was previously CFO of Edcon for 10 years after having been in a senior finance role at Investec Bank Limited for four years.

Mr Glen Thomas Pearce (61)

(Chief Financial Officer)

Qualifications: BCom, BCom Hons, CA(SA)

Nationality: South African

Appointed: June 1997

Sappi board committee memberships:

- Expected to attend Audit and Risk Committee meetings by invitation.

Skills, expertise and experience:

Mr Pearce joined Sappi Limited in June 1997 as Financial Manager and subsequently held various senior finance roles in South Africa and in Belgium before being promoted to Chief Financial Officer and executive director of Sappi Limited in July 2014. Prior to joining Sappi, he worked at Murray & Roberts Limited from 1992 to 1996.

Executive management

Mr Louis Kruyshaar (54)

Group Head of Manufacturing and Innovation

Qualifications: BEng (Chemical Engineering), BTechnology (Pulp and Paper), MBA, EDP

Nationality: South African

Appointed: January 1993

Skills, expertise and experience:

Mr Kruyshaar joined Enstra Mill in 1993 as a Sappi bursar where he progressed to a line management role in the pulp mill. From 2001 to 2003, he was the Technical Manager at Sappi Usutu Mill in eSwatini before moving to Ngodwana Mill as the Paper Mill Manager in 2004. In 2006, he assumed responsibility for the Pulp Mill and Utilities at Ngodwana Mill, thereafter he was appointed as the General Manager at Tugela Mill in 2008. In 2015, he joined the group Management Committee with the responsibility to develop the Sappi Biotech portfolio globally, the role was later expanded to include R&D and Product Innovation for Sappi Europe, where he was also a member of the SEU regional lead team. In 2024, he joined the group Executive committee and assumed the role of Group Head of Manufacturing and Innovation, accountable for group safety performance and operational risk management, group manufacturing performance, research and development, support to major capital projects, managing the Sappi Biotech portfolio and leadership of the Group Technical Management Team.

Mr Michael George Haws (Mike) (61)

(Chief Executive Officer of Sappi North America)

Qualifications: BSc (Paper Science and Engineering)

Nationality: American

Appointed: January 2012

Skills, expertise and experience:

Mr Haws joined Sappi in 2012 as Managing Director of the Somerset Mill before being promoted to Vice President Manufacturing in October 2015 with responsibility for the Somerset, Westbrook and Cloquet Mills; the Allentown sheeting facility; Safety, Research and Development, and Customer Care. He has extensive experience in the industry and, before joining Sappi, he held numerous leadership roles with St Regis, Champion International, International Paper and Verso Paper. While leading the Somerset Mill, Mr Haws received the Pulp and Paper International (PPI) Mill Manager of the Year award in 2014.

Mr Haws is an experienced industry leader who has been integral to the development and execution of Sappi's 2020Vision and the investments Sappi made in North America to grow the DWP and packaging and speciality papers businesses. Mr Haws is a member of the Board of Directors of the American Forestry and Paper Association.

Mr Haws holds a Bachelor of Science in Paper Science and Engineering from the College of Environmental Science and Forestry, Syracuse, New York and has undertaken an executive education programme at Harvard Business School.

Mr Mohamed Iqbal Mansoor (57)

(Executive Vice President of Sappi Pulp)

Qualifications: BSc (Chemistry and Mathematics), BSc Hons (Chemistry), MBA

Nationality: South African

Appointed: August 1991

Skills, expertise and experience:

Mr Mansoor joined Sappi at Saiccor Mill in 1991 where he was responsible for process investigations, customer complaints, quality control, manufacturing cost reduction initiatives and technical application support for dissolving wood pulp (DWP) customers in Europe and the United States of America. In January 1999, he was appointed Product Manager DWP and relocated to Hong Kong. In January 2001, Mr Mansoor was appointed Commercial Manager Pulp responsible for DWP sales in Southeast Asia. In June 2007, he was appointed General Manager Pulp in Hong Kong with responsibility for the global sales of DWP after spending three years as Vice President Pulp Sales in Sappi's New York office and in January 2018, he joined the Group Executive Committee as Executive Vice President Sappi pulp. He has a solid sales and technical background and customer relationships, together with a strong track record of delivering sales results. His expertise includes contract negotiation and management, supply chain management, strategic planning, sales management, key account management, international logistics and technical application support.

Mr Fergus Conan Salvador Marupen (Fergus) (59)

(Group Head Human Resources)

Qualifications: BA Hons (Psychology), BEd (Education Management), Masters Diploma (HR Management), MBA, LCOR

Nationality: South African

Appointed: March 2015

Skills, expertise and experience:

Mr Marupen joined Sappi on 01 March 2015. Before joining Sappi, Mr Marupen held various positions at Business Unity South Africa (BUSA) where he was the acting Chief Operating Officer, Group Executive Human Resources for Absa Group Limited and executive management positions with Kumba Resources, Kumba Iron Ore and BHP Billiton (Energy Coal).

Mr Alexander van Coller Thiel (Alex) (63)

(Chief Executive Officer of Sappi Southern Africa)

Qualifications: BSc (Mechanical Engineering), MBA (Financial Management and Information Technology)

Nationality: South African

Appointed: December 1989

Skills, expertise and experience:

Mr Thiel joined Sappi in December 1989 as the Executive Assistant to the Executive Chairman in Johannesburg. In April 1993, as part of Sappi's expansion into Europe, he moved to Brussels as the Administration Manager reporting to the Managing Director of Sappi Europe. With the creation of Sappi Europe, he was appointed in February 1998 as Manager Marketing Intelligence, reporting to the Sales and Marketing Director. He led the project to implement the sales, marketing and distribution modules of SAP across the European business. In January 2003, he became the Director Logistics, reporting to the CEO of Sappi Europe. He was appointed Group Head Procurement of Sappi Limited

in January 2008 and Integration Executive, in charge of the integration of the acquired M-real business into Sappi's operations in September 2008. Mr Thiel is the Chairman of the Paper Manufacturers Association of SA (PAMSA).

He led a project to redefine and implement Sappi's 'go-to-market' strategy in Europe from October 2009. Mr Thiel was appointed CEO of Sappi Southern Africa with effect from 01 December 2010. In this role, he has supported Sappi Southern Africa's management to streamline the South African kraft, fine paper and dissolving wood pulp divisions into a single business unit; close the Adamas Mill; and sell the Enstra and Cape Kraft Mills as well as the Sappi Usutu operations in Swaziland. He has helped management to grow dissolving wood pulp operations at the Ngodwana and Saiccor Mills.

Mr Maarten van Hoven (51)

(Group Head Strategy and Legal)

Qualifications: BProc, LLM (International Business Law)

Nationality: South African

Appointed: December 2011

Skills, expertise and experience:

Mr van Hoven joined Sappi in December 2011. Mr van Hoven is an admitted attorney of the High Court in South Africa. Before joining Sappi, he was employed at the Competition Commission of South Africa, managing the mergers and acquisitions department. He has 25 years' practical legal experience in corporate, commercial and competition law, both in private and public sectors and often leading teams of professionals. During his career at Sappi, Mr van Hoven has been responsible for coordinating and creating Sappi's 2020Vision and **Thrive25** strategic initiatives and has been leading some major asset disposals and/or acquisitions in which Sappi had been involved during the past few years. Mr van Hoven is a member of the Sappi Executive Committee and also the custodian of the Sappi Code of Ethics and Group Legal Compliance Programme.

Mr Marco Eikelenboom (57)

(Chief Executive Officer of Sappi Europe)

Qualifications: MS (Business Economics)

Nationality: Dutch

Appointed: September 1992

Skills, expertise and experience:

Mr Eikelenboom joined KNP in 1992. After KNP Leykam was acquired by Sappi in 1997, Mr Eikelenboom was appointed Manager Corporate Planning and subsequently Managing Director of Sappi Benelux in 1998. In 2002 he transferred to Sappi Southern Africa as Marketing Director for the fine papers division, returning to Sappi Europe in 2004 as Director Marketing and Sales for Graphic Papers. In 2009, he was promoted to Vice President Marketing and Sales for Graphic Papers. In 01 April 2021, Mr Eikelenboom was appointed CEO of Sappi Europe.

Mr Eikelenboom has overseen numerous projects which have helped to successfully restructure and reposition Sappi's graphic papers business in Europe, including a new go-to-market strategy and heightened levels of commercial service resulting in increased customer preference and retention. As a previous member of the European Lead Team, he has already been fully engaged in the ongoing restructuring and refocusing of Sappi's European operations.

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