



2021

OUR LEADERSHIP
AND EXECUTIVE
MANAGEMENT

sappi

Non-executive directors

Sir Nigel Rudd (74)

(Independent Chairman)

Qualifications: DL, Chartered Accountant

Nationality: British

Appointed: April 2006

Sappi board committee memberships:

- Nomination and Governance Committee (Chairman)
- Attends Audit and Risk Committee, Human Resources and Compensation Committee and Social, Ethics, Transformation and Sustainability Committee meetings (ex officio)

Other board and organisation memberships:

- Meggitt plc (Chairman)

Skills, expertise and experience

Sir Nigel Rudd has held various senior management and board positions in a career spanning more than 35 years. He founded Williams plc in 1982 and the company went on to become one of the largest industrial holding companies in the United Kingdom (UK). The queen knighted him for services to the manufacturing industry in the UK in 1996. He holds honorary doctorates from Loughborough and Derby universities.

Brian Richard Beamish (Brian) (64)

(Independent)

Qualifications: B.Sc. (Mech Eng): HBS PMD

Nationality: British and South African

Appointed: March 2019

Sappi board committee memberships:

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

Other board and organisation memberships:

- Nordgold (Member of the Audit & Risk Committee and Remuneration Committee, as well as Chairman of the Safety and Sustainable Development 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, Health and Environment Committees. 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.

Michael Anthony Fallon (Mike) (63)

(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

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.

Non-executive directors continued

James Michael Lopez (Jim) (62)

(Independent)

Qualifications: BA (Economics)

Nationality: American

Appointed: March 2019

Sappi board committee memberships:

- Social, Ethics, Transformation and Sustainability Committee

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. 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.

Nkateko Peter Mageza (Peter) (66)

(Independent)

Qualifications: FCCA (UK)

Nationality: South African

Appointed: January 2010

Sappi board committee memberships:

- Audit and Risk Committee (Chairman)
- Human Resources and Compensation Committee

Other board and organisation memberships:

- Anglo American Platinum Ltd
- RCL Foods Ltd
- Remgro Ltd

Skills, expertise and experience

Mr Mageza joined the Sappi board after holding senior executive positions across several industries. He is a former Group Chief Operating Officer and Executive Director of Absa Group Limited, assistant General Manager at Nedcor Limited and CEO of Autonet, the Road Passenger and Freight Logistics division of Transnet Limited. He was previously a director at MTN Group Limited.

Zola Nwabisa Malinga (43)

(Independent)

Qualifications: BCom, CA(SA)

Nationality: South African

Appointed: October 2018

Sappi board committee memberships:

- Audit and Risk Committee

Other board and organisation memberships:

- Grindrod Bank Limited
- Grindrod Financial Holdings Limited
- Pepkor Holdings Limited

Skills, expertise and experience

Ms Malinga, Chartered Accountant (CA)SA, has extensive experience in investment banking, real estate and corporate finance. She is the founder and Executive Director of Jade Capital Partners, a women-owned investment holding company that invests in the property and industrial sectors. 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 Corporate Finance Consultant at Investec Bank Limited. Ms Malinga previously served as a non-executive director on Sasol Inzalo Limited, Hospitality Property Fund Limited and Grindrod Limited's boards.

Dr Bonakele Mehlomakulu (Boni) (48)

(Independent)

Qualifications: PhD (Chemical Engineering)

Nationality: South African

Appointed: March 2017

Sappi board committee memberships:

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

Other board and organisation memberships:

- Hulam Limited
- Yokogawa South Africa

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. Her recent executive role was CEO of the South African Bureau of Standards; a position she held for nine years. In addition to her non-executive directorship at Sappi Limited, she also serves as a non-executive director at Hulam 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 the Deputy Chair of Unisa Council and was a country representative on the Council of International Organization for Standardization (ISO, Geneva).

Non-executive directors continued

Mohammed Valli Moosa (Valli) (64)

(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

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.

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

Robertus Johannes Antonius Maria Renders (Rob Jan) (68)

(Independent)

Qualifications: MSc (Mechanical Engineering), MDP

Nationality: Dutch

Appointed: October 2015

Sappi board committee memberships:

- Human Resources and Compensation Committee
- Audit and Risk Committee

Other board and organisation memberships:

- Walki Group Oy (Chairman)

Skills, expertise and experience

Mr Renders is a business consultant. 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. He has various consulting positions and is also the Chairman of the Supervisory Board of Walki Group Oy based in Espoo (Finland), a company specialising in sustainable packaging and engineered material solutions.

Janice Elaine Stipp (Janice) (62)

(Independent)

Qualifications: BA (Accounting); MBA

Nationality: American

Appointed: June 2019

Sappi board committee memberships:

- Audit and Risk Committee

Other board and organisation memberships:

- ArcBest Corp (Chairperson of the Audit Committee)
- Rotork (Audit Chairperson & Remuneration Committee)
- Michigan state university Foundation

Skills, expertise and experience

Ms Stipp retired from Rogers Corporation in 2018 where she served as Senior Vice President (2017-2018), Chief Financial Officer (CFO) and Treasurer from 2015. Before that, Ms Stipp was employed at several companies in senior financial positions, including Tecumseh Products, Acument Global Technologies, GDX Automotive and TI Group Automotive Systems. Ms Stipp holds a Bachelor's Degree of Arts in Accounting from Michigan State University and a Master of Business Administration from Wayne State University. She is a Certified Public Accountant and a Chartered Global Management Accountant.

Ms Stipp is currently a non-executive director and Chair of the Audit Committee of ArcBest Corporation. She serves on Sappi's Board and Audit Committee; and Rotork which she is on the Remuneration Committee and Chair of the Audit Committee.

Executive directors

Stephen Robert Binnie (Steve) (54)

(Chief Executive Officer)

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

Nationality: British

Appointed: September 2012

Sappi board committee memberships:

- Social, Ethics, Transformation and Sustainability Committee
- 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.

Glen Thomas Pearce (58)

(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

Gary Roy Bowles (61)

(Group Head Technology)

Qualifications: BSc (Electrical Engineering), GCC, PR Eng, PMD, EDP

Appointed: November 1990

Skills, expertise and experience

Mr Bowles joined Saiccor Mill (South Africa) in 1990. He served in various engineering and production positions at the mill until he was appointed General Manager in 2004. In January 2011, he was appointed Managing Director of Sappi Specialised Cellulose and in July 2011, Mr Bowles joined the group management team with responsibility for the increased need to coordinate the global marketing, sales and customer technical engagement responsibilities of the Pulp business while continuing to be responsible for operations at the Saiccor Mill.

In October 2013, he joined the Group Executive Committee as Executive Vice President Sappi Specialised Cellulose and joined the Sappi North America board releasing his manufacturing role at Saiccor Mill. In January 2018, Mr Bowles assumed the position of Group Head Technology and is accountable for group research and development, risk management, including governance and assurance, support to major capital projects and leadership of the group technical management team. Mr Bowles has experience in engineering, manufacturing, project execution, and operational and risk management. He joined the European regional board in 2018. He has held various leadership positions in his career dealing with a wide range of functional disciplines.

Michael George Haws (Mike) (58)

(President and Chief Executive Officer of Sappi North America)

Qualifications: BSc Paper Science and Engineering

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 Pulp 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.

Executive management continued

Mohamed Iqbal Mansoor (54)

(Executive Vice President of Sappi Pulp)

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

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 pulp (DP) customers in Europe and the United States of America. In January 1999, he was appointed Product Manager DP and relocated to Hong Kong. In January 2001, Mr Mansoor was appointed Commercial Manager Pulp responsible for DP sales in Southeast Asia. In June 2007, he was appointed General Manager Pulp in Hong Kong with responsibility for the global sales of DP 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.

Fergus Conan Salvador Marupen (Fergus) (56)

(Group Head Human Resources)

Qualifications: BA Hons (Psychology), BEd (Education Management), MBA (Stellenbosch), LCOR (Stanford University)

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).

Alexander van Coller Thiel (Alex) (60)

(Chief Executive Officer of Sappi Southern Africa)

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

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.

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 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 Pulp operations at the Ngodwana and Saiccor Mills.

Executive management continued

Maarten van Hoven (48)

(Group Head Strategy and Legal)

Qualifications: BProc, LLM (International Business Law)

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 20 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.

Marco Eikelenboom (54)

(Chief Executive Officer of Sappi Europe)

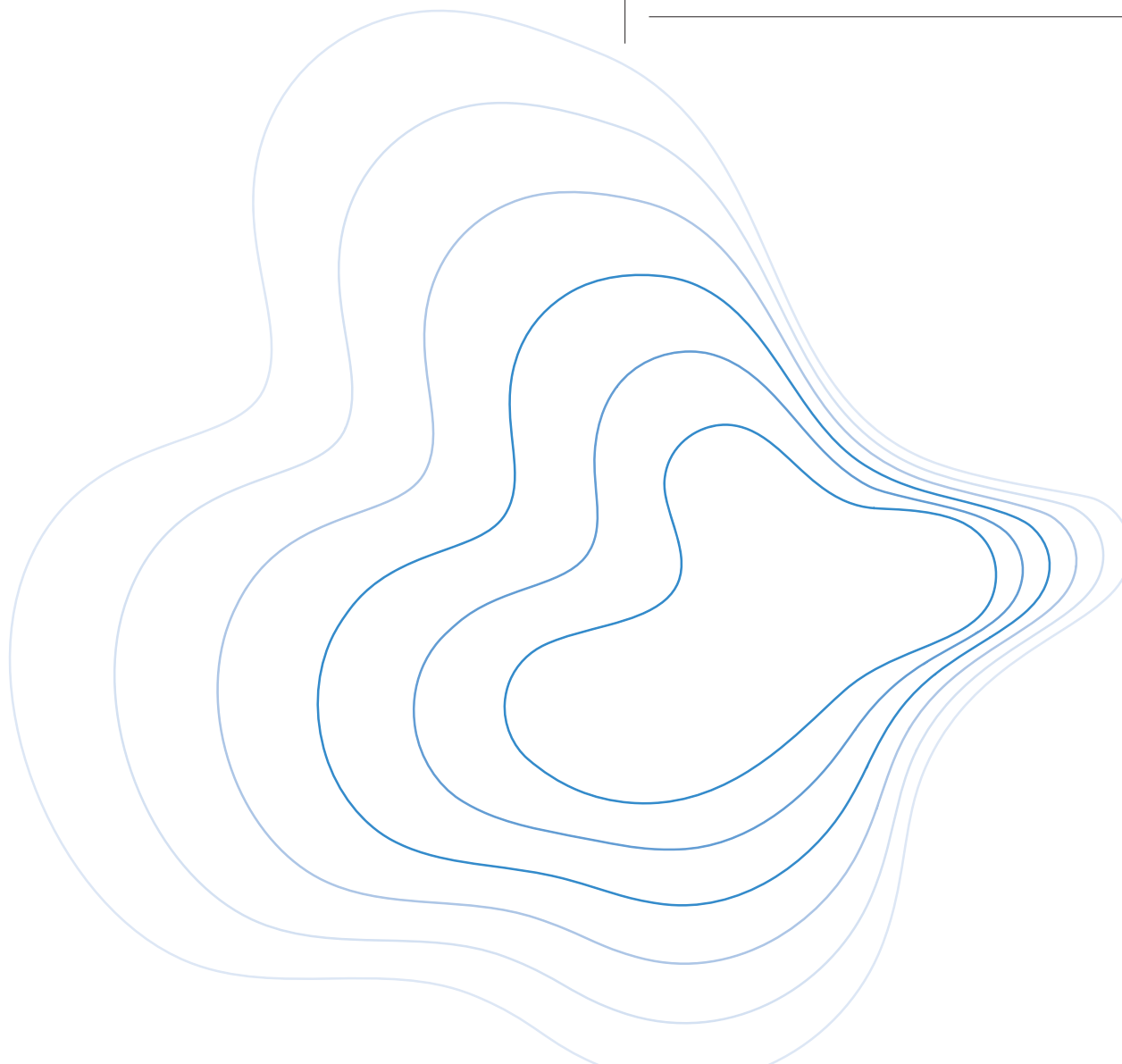
Qualifications: MS (Business Economics)

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 Managing Director of Sappi Benelux in 1998. In 2002 he transferred to Sappi Southern Africa as Marketing Director for the fine paper 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.



www.sappi.com

sappi