



# 2023 Our leadership and executive management

for the year ended September 2023

sappi

# Non-executive directors

## Sir Nigel Rudd (76)



### Independent Chairman

**Qualifications:** DL, Chartered Accountant

**Nationality:** British

**Appointed:** April 2006

### Other board and organisation memberships:

- Chairman of IIG (Intuitive Investments Group plc)
- Chairman of Destiny Pharma.

### 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) (66)



### Independent

**Qualifications:** BSc (Mech Eng): HBS PMD

**Nationality:** British and South African

**Appointed:** March 2019

### Other board and organisation memberships:

- Metso Outotec (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, 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) (65)



### Independent

**Qualifications:** BSc (Hons) (First Class)

**Nationality:** British

**Appointed:** September 2011

### 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.

## James Michael Lopez (Jim) (64)



### Independent

**Qualifications:** BA (Economics)

**Nationality:** American

**Appointed:** March 2019

### 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.

## Nkateko Peter Mageza (Peter) (68)



### Independent

**Qualifications:** FCCA (UK)

**Nationality:** South African

**Appointed:** January 2010

### Other board and organisation memberships:

- Anglo American Platinum Limited
- RCL Foods Limited
- Remgro Limited.

### 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.

### Sappi board committee memberships:

- Audit and Risk Committee
- Human Resources and Compensation Committee
- Nomination and Governance Committee
- Social, Ethics, Transformation and Sustainability (SETS) Committee
- \* Committee Chairman

## Non-executive directors continued

### Zola Nwabisa Malinga (45)

#### Independent

**Qualifications:** BCom, CA(SA)

**Nationality:** South African

**Appointed:** October 2018

#### Other board and organisation memberships:

- Grindrod Bank Limited
- Grindrod Financial Holdings Limited
- Pepkor Holdings Limited
- St Mary's School Foundation.

#### Skills, expertise and experience:

Ms Malinga is a Chartered Accountant and has extensive experience in investment banking, real estate, corporate finance and governance. She is the founder and Executive Director of Jade Capital Partners, a women-owned investment company with a portfolio of investments in the property and industrial sectors. Ms Malinga is a non-executive director of Grindrod Bank Limited where she chairs the audit and compliance committee, Grindrod Financial Holdings Limited and Pepkor Holdings 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) (50)

#### Independent

**Qualifications:** PhD (Chemical Engineering)

**Nationality:** South African

**Appointed:** March 2017

#### 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. 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 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 a South African representative on the governing Council of International Organization for Standardization (ISO, Geneva).

#### Sappi board committee memberships:

-  Audit and Risk Committee
-  Human Resources and Compensation Committee
-  Nomination and Governance Committee
-  Social, Ethics, Transformation and Sustainability (SETS) Committee
- \* Committee Chairman

### Mohammed Valli Moosa (Valli) (66)

#### Independent

**Qualifications:** BSc (Mathematics and Physics)

**Nationality:** South African

**Appointed:** August 2010

#### 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) (70)

#### Independent

**Qualifications:** MSc (Mechanical Engineering), MDP

**Nationality:** Dutch

**Appointed:** October 2015

#### Other board and organisation memberships:

- Walki Group Oy (Chairman)
- MEPCO Middle East Paper Company (MEPCO) (Member of the Executive Committee and Chairman Nomination and Remuneration Committee).

#### 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. Since November 2022, Mr Renders accepted a board position at MEPCO (Middle East Paper Company) based in Jeddah, Saudi Arabia. A leading paper manufacturer, packaging and tissue, and recovered paper collection company in the middle east.

## Non-executive directors continued

### Nkululeko Leonard Sowazi (60)

#### Independent

**Qualifications:** Master's Degree in Urban Planning

**Nationality:** South African

**Appointed:** October 2022

#### Other board and organisation memberships:

- Grindrod Limited, Lead Independent Non-Executive Director, (Member of Remuneration), (Member of Investment), (Member of Risk)
- MTN Group, Independent Non-Executive Director, (Member of Nominations), (Remuneration and Human Resources Member), (Finance Member), (Chair of S&E), (Climate Change member)
- Sanlam Private Equity Fund Investment Committee Chair)
- Tiso Foundation (co-founder and Trustee)
- Tiso Investment Holdings (co-founder and Executive Chair).

#### 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.

### Louis Leon von Zeuner (62)

#### Independent

**Qualifications:** BEcon (Economics)

**Nationality:** South African

**Appointed:** September 2022

#### Other board and organisation memberships:

- Telkom SOC, Independent Non-executive Director, (Chair Risk, Member of Audit and Remuneration Committee)
- FirstRand Group, Independent Non-executive Director, (Chair Remuneration, Member of Risk Committee, Member of Audit, Member of Credit and Large Exposure Committee, Member of the Directors Affairs Committee)
- First National Bank (Member of the Board)
- First Rand Insurance (Member of the Board)
- University of Free State, Council Member.

#### Skills, expertise and experience:

Mr von Zeuner holds a Bachelor of Economics from the University of Stellenbosch and is a Chartered Director (SA). His role as board member, aside from the normal focus on strategy profitability, sustainability, 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.

### Eleni Istavridis (66)

#### Independent

**Qualifications:** Bachelor of Arts (BA), (MBA), (MIA)

**Nationality:** American

**Appointed:** October 2022

#### Other board and organisation memberships:

- Sonoco Products Company, Independent Non-Executive Director (Financial Policy Committee, Employee and Public Responsibility Committee, 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 COO 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.

#### Sappi board committee memberships:

- Audit and Risk Committee
- Human Resources and Compensation Committee
- Nomination and Governance Committee
- Social, Ethics, Transformation and Sustainability (SETS) Committee
- \* Committee Chairman



# Executive directors

## Stephen Robert Binnie (Steve) (56)

### Chief Executive Officer

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

**Nationality:** British

**Appointed:** September 2012

### Sappi board committee memberships:

- 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 (60)

### 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.

## Gary Roy Bowles (63)

### Group Head Technology

**Qualifications:** BSc (Electrical Engineering), GCC, PMD, EDP

**Nationality:** South African

**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 dissolving 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) (60)

### 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 DP 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.

## Mohamed Iqbal Mansoor (56)

### 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 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.

### Sappi board committee memberships:

- Social, Ethics, Transformation and Sustainability (SETS) Committee

## Executive directors continued

### Fergus Conan Salvador Marupen (Fergus) (58)

#### Group Head Human Resources

**Qualifications:** BA (Hons) (Psychology), BEd (Education Management), MBA (Stellenbosch University), Masters Diploma in HR Management (University of Johannesburg), LCOR (Stanford University)

**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).

### Alexander van Collier Thiel (Alex) (62)

#### 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 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 pulp operations at the Ngodwana and Saiccor Mills.

### Maarten van Hoven (50)

#### 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 Thrive (2025) 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 (56)

#### 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 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. On 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.

