

2026/2027 COLLECTIVE AGREEMENT

SAPPI SOUTHERN AFRICA

hereinafter referred to as "The Employer"
ON THE ONE HAND

and

CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED WORKERS UNION
(CEPPWAWU)

hereinafter referred to as the "The Trade Union"

ON THE OTHER HAND

BDJ
G.S.
M-A

PREAMBLE

WHEREAS the Employer and the Trade Union have been engaged in collective bargaining, under the auspices of the National Bargaining Council for the Wood and Paper Sector, to review the terms and conditions of employment in the Pulp and Paper Chamber (company level).

Sappi Southern Africa and the Trade Union wishes to record the following terms of this agreement applicable to the Company within the Pulp and Paper Sector:

1. **The Scope of the Agreement**

This agreement shall apply to all Sappi bargaining unit employees in accordance with the constitution of the Bargaining Council for the Wood and Paper Sector.

2. **The Duration of the Agreement**

This agreement is valid for a period of one (1) year commencing on 1 July 2026 to 30 June 2027.

3. **Wage Increase**

The wage increase will be 3.3% on basic wages across the board for all Sappi employees in the bargaining unit with effect from 1 July 2026.

4. **Minimum Wage**

The minimum wage will increase from R9,525.25 to R9,839.58 per month.

5. **Shift Allowance**

The shift allowance will remain at 11%.

6. **Retrenchment Process**

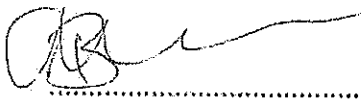
For the duration of this collective agreement, Sappi commits that no forced retrenchments based on operational reasons will be undertaken.

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7. **Full and Final Settlement**

The foregoing will be in full and final settlement of all and any of the labour demands submitted to the National Bargaining Council for the Wood and Paper Sector for the 2026/2027 negotiations in respect of Sappi Southern Africa. All other terms and conditions not covered by this agreement will remain in force.

This done and signed electronically, on this 12 day of May 2026.



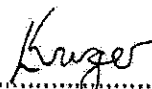
Bongiwé Kunene

For and on behalf of the Employer



Glen Tshabalala

For and on behalf of CEPPWAWU



Lusandra Kruger

Witness



Name of witness

Witness