



Sustainability Report 2026



SUSTAINABILITY

Helping the world build in a more sustainable way

In FY26, we launched our sustainability plan, Accsys Cares, providing a clear framework for ensuring long-term value creation and guiding our sustainability priorities as we continue to grow.

We have already begun to implement our plan, strengthening a culture of health, safety, and zero harm, educating employees on the strategy and our emissions targets, and improving transparency across our supply chain. We outline the progress we have made over the past year on the following pages.

The momentum around sustainability at Accsys has never been greater. Building on our strong foundations, we continue to develop a more mature and resilient organisation whilst meeting the growing demand for sustainable construction materials. We recognise the work we need to do to continue to embed sustainability and are fully dedicated to delivering on the objectives we have set out in our Plan, aligned with our purpose of 'Changing Wood to Change the World'.

Dr Jelena Arsic van Os
Chief Executive Officer

Read more online at
www.accsysplc.com/changing-the-world/environmental-social-governance/



Parkinson's UK charity garden at RHS Chelsea Flower Show 2026, London, UK. Architect: Millimetre. Photography: © Stephen Studd

Our sustainability plan

PLANET

Mitigating and adapting to climate change

- Energy and Climate Change
- Responsible Sourcing
- Biodiversity

PEOPLE

Looking after our people and communities

- Health and Safety
- Workplace and Wellbeing
- Human Rights

PROFIT

Helping the world build better

- Sustainable and Quality Products

GOVERNANCE

Fostering a positive company culture

- Corporate Governance

FIVE KEY TARGETS GUIDE OUR PROGRESS

NET
ZERO

for Scope 1, 2 & 3 carbon emissions by 2050*

100%

of electricity from renewable sources (including market-based instruments) by the end of FY27

20%

reduction in Scope 1 & 2 emissions intensity per ms (market-based) at our Arnhem site by the end of FY30*

100%

of wood from certified sustainable sources (FSC® (CO12330), PEFC/16-37-2311, or equivalent)

ZERO

harm across our facilities

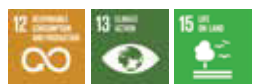
* Based on our baseline of FY25.

SUSTAINABILITY continued

Planet

Beauty, quality and performance
with minimal environmental impact

UN SDG Alignment



Energy and Climate Change

63,875 tonnes

of carbon locked away in Accoya wood sold in FY26
(FY25: 51,244 tonnes)

8%

decrease in Scope 1 emissions intensity per m³ at Arnhem

Accsys takes a proactive and responsible approach to reducing its environmental impact. Following the launch of our sustainability plan, work is ongoing to reduce our emissions in line with our targets.

Our Net Zero Committee meets biannually to identify carbon reduction opportunities, track performance, and ensure accountability. Energy and climate training educated employees on the Accsys Cares plan, our targets, and actions to further embed climate-conscious decision-making across the organisation.



Trekroná Treehouse, Ognå, Norway. Architect: Manuela Hardy. Photography: © Hugo Lütcherath

Operational efficiency improvements through the Elm Tree II project in Arnhem (read more in the case study on page 25) and kiln renovations in Barry (see case study on page 26), have supported our work to reduce the emissions intensity associated with our manufacturing, in line with our targets. We have already seen progress since last year, with an 8% reduction in Scope 1 emissions intensity (tCO₂e/m³) at Arnhem.

We report on our progress through our ESG Data Table on our website. Accsys also continues to monitor climate risks and opportunities and voluntarily reports on these through the Task Force on Climate-related Financial Disclosures Report (TCFD), also on our website.

Looking forward

- Continue to explore renewable energy opportunities at each of our sites
- Procure 100% of electricity from renewable sources (including market-based instruments), in line with our target
- Process optimisation to continue to improve operational efficiency and reduce energy consumption



Read more online at | www.accsysplc.com/environment/

SUSTAINABILITY continued



Trekronå Treehouse, Ognå, Norway. Architect: Manuela Hardy. Photography: © Hugo Lütcherath

Responsible Sourcing and Biodiversity

Accsys takes responsibility for ensuring that our raw materials are sourced responsibly.

We continue to uphold that 100% of Accoya is made from certified sustainable wood sources (through FSC® (CO12330), PEFC/16-37-2311, or equivalent), supporting no net deforestation, ensuring proper forest management and high human rights standards.

Engagement on decarbonisation is ongoing with our acetic anhydride suppliers, as supply chain carbon footprint remains an important factor in our procurement process and supporting our efforts towards net zero.

Looking forward

- Maintain responsible timber sourcing in line with our target
- Continue to explore the use of other suitable wood species, source locations and supply options for more sustainable and lower impact wood sourcing

100%

of wood from certified sustainable sources (FSC® (CO12330), PEFC/16-37-2311, or equivalent) in FY26 (FY25: 100%)

PLANET CASE STUDY



Reducing wood waste through our Accoya Offcuts Programme

We care about using resources to their full. Our Accoya Offcuts Programme enables joineries and manufacturers to turn their unwanted Accoya offcuts from trim in manufacture back into a useful product. The reclaimed material is quality checked at our sites before being sent to our partner Finsa, where it is repurposed into Tricoya panels to be sold in mainland Europe. This creates a closed-loop system storing the carbon in the wood for longer and diverting wood waste from landfill. Since inception in 2022, the programme has reclaimed over 1,000m³ of offcuts, enabling circularity and sustainability for more projects.

182m³

of Accoya wood off-cuts reclaimed from manufacturers and re-processed for Tricoya panels in FY26 (FY25: 252m³)

SUSTAINABILITY continued

Greenhouse gas emissions

GHG emissions and energy use data for period 1 April 2025 to 31 March 2026

		FY26 Total	FY25 Total
Stationary combustion	tCO ₂ e	5,985	5,826
Mobile combustion	tCO ₂ e	109	94
Refrigerants	tCO ₂ e	0	10.4
Subtotal Scope 1	tCO₂e	6,094	5,930
Scope 2 emissions location-based – Electricity	tCO ₂ e	3,833	4,031
Scope 2 emissions market-based – Electricity	tCO ₂ e	2,663	2,535
Scope 2 emissions – Steam	tCO ₂ e	1,887	1,078
Total Scope 1 and 2 emissions market-based	tCO₂e	10,644	9,543
Carbon offsets retired ^{††}	tCO ₂ e	4,310	3,715
Total Scope 1 and 2 net market-based emissions	tCO₂e	6,334	5,828
Accoya wood product sold ^{†††}	m ³	70,496	61,160
Intensity Ratio: Gross Scope 1 and Scope 2 emissions per 1m ³ product sold (market-based) ^{††††}	tCO ₂ e/m ³	0.15	0.16
Energy consumption associated with Scope 1 and 2 emissions	kWh	59,563,818	51,179,728

Scope 1: direct emissions from Company owned or controlled sources; Scope 2: indirect emissions from the generation of purchased energy, including electricity and purchased steam in Kingsport; Scope 3: indirect emissions including upstream and downstream value chain.

[†] Accsys purchases Renewable Energy Certificates (RECs), a market-based instrument. Our Scope 2 emissions are reported using both the location-based and market-based approaches, to reflect this.

^{††} In line with Cradle to Cradle Certified® requirements, offsets are purchased for 54% of non-electric manufacturing emissions and are sourced from projects certified to a C2CPII-recognised offset project certification programme. The credits are Verified Carbon Units (VCUs), certified by VERRA, using the Verified Carbon Standard (VCS) to recognise emissions reductions. Additionally, the credits are certified by VERRA's Climate, Community & Biodiversity Standards (CCB) to highlight their additional co-benefits.

^{†††} In line with the equity share approach, Accoya wood product sold includes 100% of the Group sales volumes and Accsys' 60% share of the joint venture Accoya USA's sales volumes.

^{††††} The Intensity Ratio is calculated using market-based Scope 1 and 2 emissions, excluding offsets.

Use of Renewable Energy Certificates (RECs)

Accsys purchases Renewable Energy Certificates (RECs), a market-based instrument, to green its electricity consumption and meet the incremental targets set for our Cradle to Cradle Certified® status.

In FY26, we purchased RECs to green 57% of our final manufacturing electricity emissions. We purchase RECs for our site in Barry, Wales, UK; Renewable Energy Guarantees of Origin (REGOs) for our site in Kingsport, Tennessee, USA; and Guarantees of Origin (GOs) for our site in Arnhem, the Netherlands, collectively referenced in the table below as 'RECs'.

Additionally, GOs are purchased for 57% of the electricity associated with the production of Accoya at a third-party final manufacturing site in the Netherlands. These are excluded from our RECs reporting.

	FY26	FY25
Renewable Energy Certificates (RECs) retired (MWh)	8,855	7,929

See overleaf for how emissions have changed year -on-year.

SUSTAINABILITY continued

Change from last year

As we have increased production capacity in FY26, overall emissions have increased as anticipated.

Scope 1 emissions have slightly increased but at a slower pace due to efficiency improvements at Arnhem.

Scope 2 location-based electricity emissions have decreased, this is due to greater use of renewables on public grids, despite our usage increasing.

Scope 2 market-based electricity emissions have increased. While we have increased our use of RECs, a larger share of our electricity is now exposed to the residual mix. This is due to increased global demand for renewable energy. The impact of the residual mix will decrease as we switch to 100% market based instruments to meet our Accsys Cares target.

Scope 2 steam emissions have increased due to increased production at Kingsport.

While overall emissions increased, we are pleased with our progress on decreasing market-based intensity per 1m³ of product. This decrease can be attributed to increased efficiencies at Kingsport due to ramp-up and operational efficiencies at Arnhem, including our acetyls storage project.

Streamlined Energy and Carbon Reporting (SECR)

The UK accounts for 13% of total Scope 1 and 2 energy consumption (MWh) and 13% of total gross Scope 1 and 2 market-based emissions (tCO₂e).

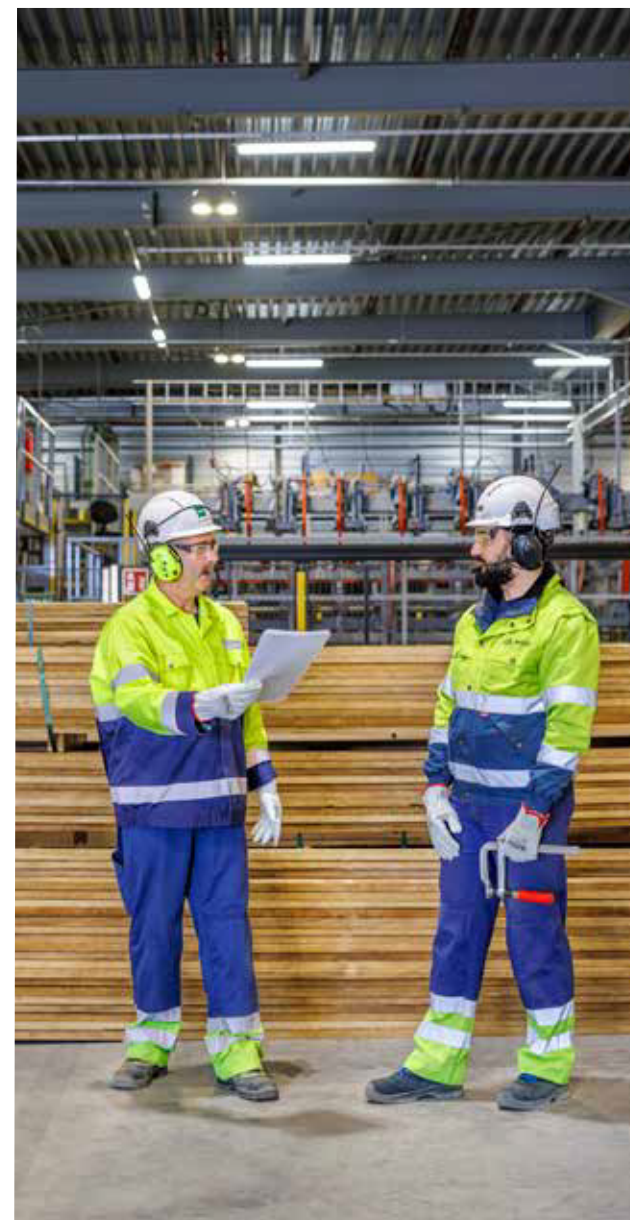
For additional emissions breakdown, see the 2026 ESG Data Table on the Accsys PLC website.

Scope 3 emissions reporting

- Our Scope 3 emissions can be found in the ESG data table on our website: www.accsysplc.com/changing-the-world/environmental-social-governance

Scope 1, 2 and 3 emissions boundary and methodology

- Emissions have been calculated using the main requirements of the GHG Protocol – Corporate Accounting and Reporting (revised edition).
- We have reported on the emission sources required under the Companies Act 2006 (Strategic Report and Directors' Reports) Regulations 2013.
- We set our reporting boundaries using the equity share approach. We report on all sites where we have a share in equity in the operations; for FY26 this includes 100% of emissions from our manufacturing facility in Arnhem, the Netherlands, our Accoya Color facility in Barry, UK, our London office, and 60% of the emissions from our joint venture in Kingsport. Accsys holds a 60% interest in the joint venture and Eastman 40%.
- Selection and data collection were based on primary information sources, including official documents, bills and invoices.
- Emissions have been calculated using the following data and emissions factor sources: IPCC 2006 Guidelines for National Greenhouse Gas Inventories, 2007 IPCC Fourth Assessment Report, IEA Emissions Factors (2025), CEDA (2025), UK Government GHG Conversion Factors for Company Reporting (2025), SimaPro 9.5 and Ecolnvent 3.11. For our market-based Scope 2 emissions reporting, we also use residual mix factors sourced from the Association of Issuing Bodies (AIB) and Green-e.
- We have Environmental Product Declarations (EPD) for our wood products which include cradle-to-grave life-cycle assessments (LCAs) and are based on our production data. The results from these EPDs are used to estimate the Scope 3 emissions associated with our products.



SUSTAINABILITY continued

People

Creating an inclusive, supportive and safe workplace

UN SDG Alignment



Health and Safety

Zero

fatalities (FY24: zero)

0.51

Lost Time Incident Rate (LTIR) (FY25: 3.30)*

* Per 200,000 hours worked.

The Group is proud to announce a significant reduction in its LTIR (Lost-Time Incident Rate) to 0.51. This reflects significant work throughout FY26 to embed Accsys' 'Think Safe, Act Safe' approach.

Health and Safety Week helped to foster accountability at every level of the organisation. Under the theme 'Safety Starts with Me', employees made personal safety pledges, and participated in safety and CPR training.



Watch our 'Safety starts with me' video here | <https://www.youtube.com/watch?v=KCqgf0ZnIGQ>

Barry has now recorded 1,700 days without a lost time incident, whilst Kingsport has recorded an impressive 1,410 days. This achievement is supported by rigorous protocols, inspections, regular use of the Safety Observation Cards, and daily 'toolbox talks' that use real-life examples to embed safety into the daily life of every employee.

Accsys continues to track performance against annual safety targets, with health and safety metrics linked to variable remuneration for the Executive Committee.

Looking forward

- Continue to strengthen our culture of zero harm whilst remaining aligned with our FOCUS strategy, ensuring that safety remains a priority with each growth phase
- Specific employee training including health and safety training programmes to enhance site personnel capabilities
- Develop a risk inventory and comprehensive improvement plan

SUSTAINABILITY continued

Workplace and Wellbeing
and Human Rights

73%

employee satisfaction in the Employee Engagement Survey

Two

volunteering events across our sites in FY26

	Total headcount	% Male	% Female
Non-Executive Board Members	4	75	25
Senior managers*	33	76	24
All employees	241	87	13

Note: Table reflects FY26 for Accsys. Headcount is exclusive of joint venture.
* Senior managers include our Executive Board Members, Executive Committee, and senior managers with the highest levels of strategic influence for the organisation.

Accsys recognises that our employees are central to our success and is committed to creating a workplace where every individual can succeed.

Throughout FY26, employee development focused on function-specific learning, mandatory training on artificial intelligence, and the launch of the Employee Resource Hub to further educate employees on the wider business, beyond their day-to-day roles.

In the summer, London employees volunteered to litter pick at the River Thames, where 250kg of rubbish was collected. In Arnhem, colleagues participated in the Mega Wandel marathon, raising €1,000 for a children’s disability charity.



Open conversations with our employees are supported by site Sustainability Champions, the employee survey and quarterly Ideas Box. These enable employees to suggest organisational improvements and solutions, and contribute to site events and cultural activities such as International Women’s Day and World Mental Health Day.

Salary benchmarking and gender pay gap tracking ensured that wages remain fair, equitable and reflective of employees’ skills, abilities and experience. A review of the Human Rights policy also ensure that our commitments and protocols remain up-to-date.

Looking forward

- Continue to be guided by engagement with our employees
- Improve our supplier engagement, including a comprehensive review of our screening process and implementation of a new system to further improve human rights and sustainability practices beyond our operational control

Read more about our approach online at
www.accsysplc.com/social

PEOPLE CASE STUDY



Making a positive social impact
with Accoya Gives Back

Aligning with our purpose of ‘Changing Wood to Change the World’, Accoya Gives Back is our programme that seeks to donate up to 10m³ of Accoya wood annually to impactful projects.

The Accsys Charity Committee considers proposals against how they promote environmental stewardship, social equity and community resilience.

This year, we partnered with long-standing Scottish customer, Treecraft Woodwork, and charity, Social Bite for the construction of sustainable ‘nest houses’, a project tackling homelessness in Scotland. Designed to be highly durable, Accoya’s 50-year warranty and low maintenance requirements ensures that hundreds of people will benefit from safe and supportive accommodation for decades to come. Beyond temporary shelter, the villages offer tailored support, skills training and pathways to employment, supporting residents to rebuild their lives and helping to address the issue of homelessness in Scotland.

SUSTAINABILITY continued

Profit

Providing sustainable, durable, stable and versatile products that meet the growing demand for high-performing, circular construction materials

UN SDG Alignment



Sustainable and Quality Products

15+

years Cradle to Cradle Certified® Gold (since 2010)

€1.2m

dedicated investment in research and development (R&D)
(FY25: €1.2m)

Sustainability Recognition

We are proud that our products are high-performing and consistently recognised by sustainability labels and certifications.

Throughout FY26, we have been updating our business practices to maintain our Cradle to Cradle Certified® Gold status. This all-encompassing product certification considers all elements of product development, from sourcing to end of life, and responsible business beyond manufacturing. Accoya has held Cradle to Cradle Certified® Gold for over 15 years and we are on track to maintain this in line with the increasingly rigorous requirements for Version 5, which we expect to obtain in FY27.

We continue to invest in innovation and product development to strengthen our ability to deliver sustainable and high-quality products. During FY26 we invested €1.2m in R&D, primarily focusing on exploring new wood species, working with partners on fire protection solutions and collaborating with coating partners to enhance durability and extend product life.



Looking forward

- Continue to explore opportunities to reduce our footprint
- Monitor opportunities to add new sustainability labels as relevant

PROFIT CASE STUDY



Using Accoya to deliver a low-carbon, circular building

The Braemar Eco House in New Zealand aims to represent the future of sustainable construction, with design considerations and careful material selection enabling both resilience and high-performance in the changing climate. This includes implementing the principles of passive solar design and building forms to promote natural ventilation, limiting energy demand and encouraging natural heating and cooling around the building's design.

Accoya was specified for its durability, sustainability, and alignment with circular economy principles. Its exceptional longevity reduces the need for replacement and maintenance, supporting key aims of the project. Alongside this, Accoya is manufactured from certified sustainable timber (FSC® (CO12330), PEFC/16-37-2311, or equivalent), providing supply chain transparency beyond environmental considerations.

Braemar Eco House, Nelson, New Zealand. Architects: Design Base Architects.
Photography: © George Guille

SUSTAINABILITY continued

Governance

Maintaining a positive and accountable corporate culture as we grow

UN SDG Alignment



Corporate Governance

Zero

Incidents of bribery and corruption in FY26 (FY25: zero incidents)

100%

of relevant colleagues (including the Board) communicated with and completed training on anti-corruption policies and other key topics in FY26 (FY25: 100%)

The Board of Directors holds ultimate responsibility for overseeing the management of Environmental Social Governance (ESG) and climate-related risks and opportunities (for more information see our TCFD Report). Throughout FY26 we have continued to embed governance across all layers of the organisation.

Two 'meet the Board' events in FY26 encouraged open dialogue, transparency and a stronger connection between leadership and employees.



We have been working to review our Supplier Code of Conduct to reflect evolving international standards and ESG requirements, reinforcing our expectations for ethical behaviour in the supply chain and building transparency beyond our operations.



Looking forward

- Ensure our policies and processes are up to date and in line with our participation in the UN Global Compact, the QCA Corporate Governance Code (see page 67) and monitoring of regulatory requirements
- Continue monitoring new reporting frameworks

SUSTAINABILITY continued

GOVERNANCE CASE STUDY

Accsys maintains recognition in sustainability benchmarking

At Accsys, we are committed to embedding sustainable business practices into every aspect of our operations. Independent, externally assessed accreditations play a key role in helping us to objectively measure, benchmark, and validate our sustainability performance, while guiding continuous improvement on ESG priorities and alignment with global standards and industry peers.

Accsys continues to participate in the **S&P Global Corporate Sustainability Assessment (CSA)**.

We are delighted to report that this year, Accsys once again improved its performance, achieving 62/100. This represents a six point increase from the previous year, and means that Accsys remains firmly within the top 20% for our sector (Paper and Forest Products) for the fourth consecutive year.

This achievement highlights our continued leadership in sustainability. Accsys continues to operate with transparency and accountability, making meaningful progress in comprehensively addressing ESG issues.

62/100

score in the S&P Corporate Sustainability Assessment (FY25: 56/100)



Residential House, Wirral, UK. Supplier: James Lathams. Architect: Bromilow