Accsys Cares

MATERIAL TOPICS & SUSTAINABILITY PLAN



ACCSYS

MOSES BRIDGE HALSTEREN, THE NETHERLANDS RO&AD ARCHITECTS

Sustainability at our core

At Accsys, we're disrupting the building materials industry with durable, sustainable wood products that enable the world to build better.

The climate challenge is real, and the demand for low-impact, high-performance building solutions has never been greater. Our ambition is to capture this huge market opportunity while growing our business responsibly and sustainably.

Our Sustainability Plan, 'Accsys Cares', builds on this commitment and aligns with our FOCUS strategy. It sets out how we will continue to grow responsibly, creating sustainable, long-term value for our customers, investors, employees, and communities.

We're building on a strong foundation – Accsys is recognised by S&P as a sector leader in Environmental, Social, and Governance (ESG)* performance and our products have best-in-class sustainability credentials.

*S&P Corporate Sustainability Assessment 2024

To identify the sustainability topics that matter most to our business and stakeholders we conducted a Double Materiality Assessment. Through this assessment we have shaped our Plan around four key pillars:

Planet. People. Profit. Governance.

Together, these pillars form the framework for how we'll continue to make a positive, lasting impact. As evidence of our commitment to these important topics, the Plan and materiality assessment were approved by the Board of Directors on 19th November 2025.

Real change takes focus, persistence, and partnership. Accsys is fully committed to this journey and together with our employees, partners, and customers, we'll create lasting, positive impact.

Dr Jelena Arsic van Os
Chief Executive Officer



Accsys Overview



VILLA M / GERMANY / DELUGAN MEISSL ASSOCIATED ARCHITECTS / © PIET NIEMANN

OUR PURPOSE

Changing wood to change the world

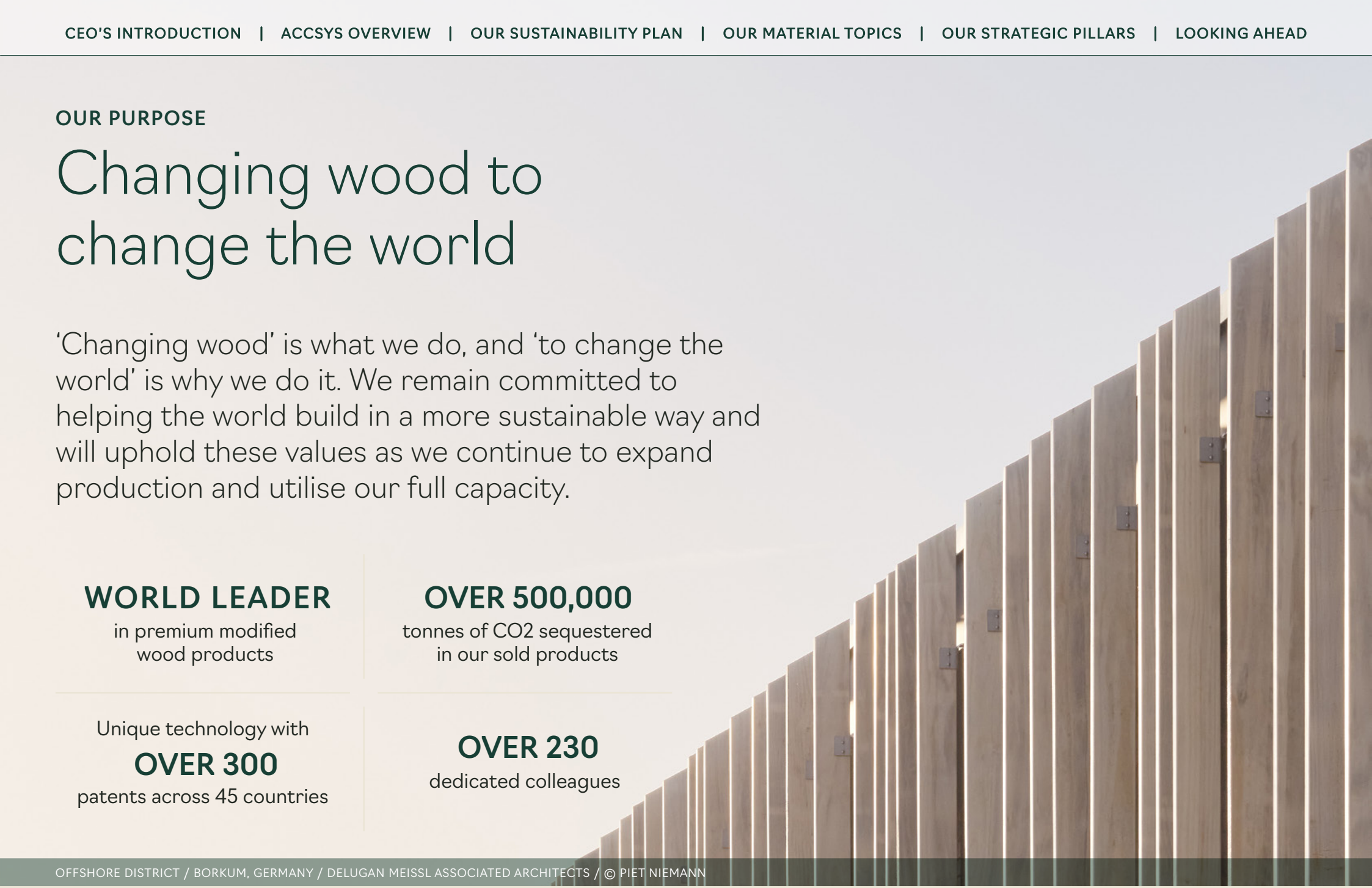
'Changing wood' is what we do, and 'to change the world' is why we do it. We remain committed to helping the world build in a more sustainable way and will uphold these values as we continue to expand production and utilise our full capacity.

WORLD LEADER
in premium modified wood products

OVER 500,000
tonnes of CO_2 sequestered in our sold products

Unique technology with
OVER 300
patents across 45 countries

OVER 230
dedicated colleagues



OFFSHORE DISTRICT / BORKUM, GERMANY / DELUGAN MEISSL ASSOCIATED ARCHITECTS / © PIET NIEMANN

OUR VALUES

Accsys' three values represent what we believe in and are what we use to guide our strategy and actions.

Be **ambitious** – the world depends on us

We must be bold, agile and committed to our goals. We have to be 'all in' and move quickly and decisively.

Respect and value all stakeholders

We act with integrity and authenticity, encourage collaboration, and build trust through inclusion and mutual respect. As a team, we will succeed.

Be **committed** to safety, quality and sustainability

We all share responsibility for protecting people, property and the environment at all times.



HOUSE IN THE DUNES / TERSCHELLING, THE NETHERLANDS / MWA HART NIBBRIG / KOLTHOF BV

OUR PRODUCTS

Ensuring a better, more sustainable future. One project at a time.

Our business was founded with a clear vision – to create building materials that are both high-performing and truly sustainable.

Our world-leading wood products deliver exceptional longevity, locking away carbon for extended periods through a proprietary acetylation process that transforms replenishable softwood into materials engineered to withstand the elements. Each product is crafted with care across our facilities in the United Kingdom, the Netherlands, and the United States.





Our Sustainability Plan



ACCOYA CLADDING / LITHUANIA / ARCHITEKTUROS LINIJA / © NORBERT TUKAJ

OUR SUSTAINABILITY PLAN

Accsys Cares

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 m_3 (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

Our Material Topics



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Shaping our Sustainability Plan

Our operations, products and partnerships have an impact on both our financial performance and the world around us. Identifying the most material issues for Accsys and our stakeholders was a critical step in shaping our Sustainability Plan.

To identify these issues, we conducted a Double Materiality Assessment (DMA) with the support of CEN Group. Our DMA considered both financial (how sustainability issues affect our business) and impact (how our business affects the environment, people and society) materiality and included Accsys' own operations as well as our upstream and downstream value chain.

Following European best practice guidelines

Following European Financial Reporting Advisory Group (EFRAG) guidelines, the five-step process involved mapping of Accsys' business model, operations and value chain, and review of key documents including the Accsys' Risk Register.

This was followed by stakeholder workshops, an identification and assessment of key issues and Board review. Stakeholder interviews and questionnaires included engagement externally, with investors, customers and suppliers, and with internal representatives from across all our business functions.

Evaluating our Impacts, Risks and Opportunities

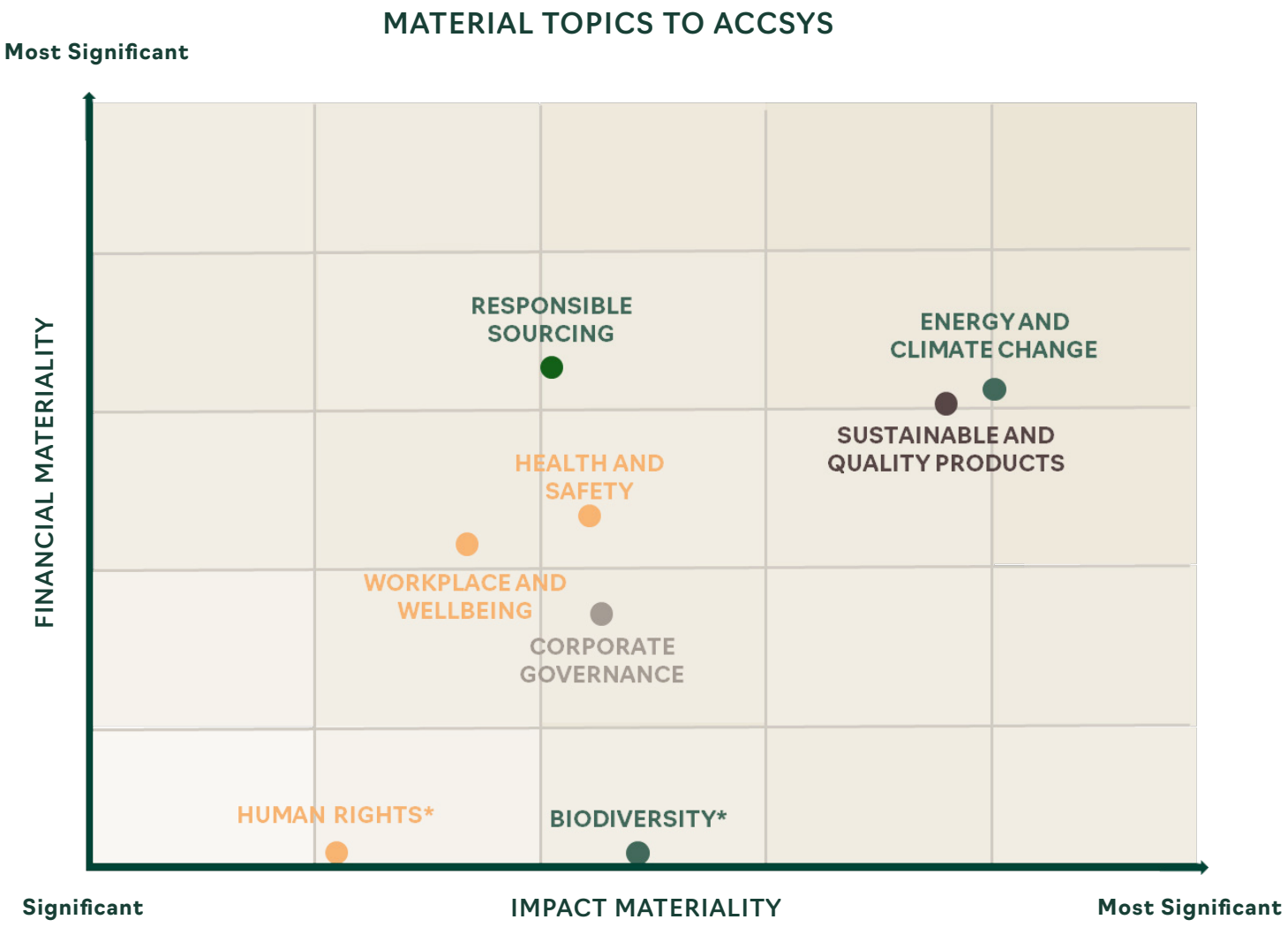
A key part of the DMA process involved the scoring of Impacts, Risks and Opportunities (IROs). These IROs may relate to Accsys' own operations and financial performance, or to our external stakeholders (e.g. the environment, society, consumers and employees in the supply chain) and can be positive and/or negative. The identified IROs were grouped into the eight material topics that make up our Plan.



ACCOYA CLADDING / LITHUANIA
ARCHITEKTUROS IINIJA / © NORBERT TUKAJ

MATERIAL TOPIC	WHY IS THIS MATERIAL AND HOW DOES IT AFFECT OUR BUSINESS?	SDG ALIGNMENT
Energy and Climate Change	The potential impacts of climate change pose transition and physical risks to our business, which could disrupt our operations, logistics, and impact revenues. At the same time, Accsys recognises that the greenhouse gas emissions from its operations and supply chain can have a negative impact on the environment and society, and the importance of reducing these emissions. There is also a significant financial opportunity to grow our business through providing materials that withstand the changing climate and meet the growing demand for more sustainable and resilient products, positively impacting on the external environment and society.	
Responsible Sourcing	As forest products are key raw materials, Accsys has a responsibility to ensure that our procurement does not contribute to human rights or environmental risks, including labour issues, proper forest management, and no net deforestation. The issue of responsible sourcing is also directly linked to Accsys' principal risk of raw materials supply and pricing where responsible sourcing and mitigation of supply chain risks can have a direct impact on Accsys' ability to deliver our product to the expected quality, deadline and price.	
Biodiversity	As a supplier of wood materials, it is essential that we source our timber responsibly, to mitigate any biodiversity impacts, prevent harm to the environment and ensure our production does not contribute to deforestation or habitat loss.	
Health and Safety	Comprehensive health and safety management helps us to proactively eliminate risks, reduce workplace accidents and prevent harm to employees, giving us an opportunity to minimise shutdowns, reputational damage and associated costs.	
Workplace and Wellbeing	Supporting employee wellbeing and development is critical to building a resilient, high-performing organisation. Failure to do so could result in increased costs for the business, through reduced productivity, rising operational costs and increased turnover.	
Human Rights	Ensuring human rights, compliance with international labour laws and eliminating discrimination throughout our value chain prevents human suffering, enhances quality of life and ensures our business has a positive social impact.	
Sustainable and Quality Products	Accsys has an opportunity to meet the growing demand for sustainable and circular construction materials, which is a key driver of long-term revenue growth and enables the world to build more sustainably. Alongside ensuring that 100% of our wood is sustainably sourced, our diligent quality checks and eco-credentials are essential for maintaining consistent high-quality products and to protect our brand reputation, minimise risk and enhance customer satisfaction.	
Corporate Governance	Ensuring fair and ethical business practices free from corruption is essential for business resilience and to prevent business interruption, fines and reputational damage which could also impact profitability and stakeholder trust.	

Double Materiality Matrix



The materiality matrix illustrates how the topics identified in the double materiality assessment are prioritised against financial and impact materiality.

Our three highest priority topics are:

- Energy and Climate Change
- Sustainable and Quality Products
- Responsible Sourcing

We aim to review the DMA results annually, with a commitment to revisit the analysis in five years.

*Human Rights and Biodiversity were not deemed as financially material. However, both topics were recognised as material due to their significant environmental and social implications.

Our Strategic Pillars



CASA ANGRA / ANGRA DOS REIS, BRAZIL / STUDIO ARTHUR CASAS / FRAN PARENTE

ACCSYS CARES

Our four strategic pillars

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









PLANET / ENERGY AND CLIMATE CHANGE

Setting decarbonisation targets

At Accsys, we recognise that climate change mitigation is both a global imperative as well as a business responsibility, which is why we are setting short-, mid- and long-term carbon targets.

To drive our progress, our Net Zero Committee meets biannually to identify carbon reduction opportunities, track performance, and ensure accountability against our targets.

We have carefully assessed the Science Based Targets initiative (SBTi) and, while we support the initiative, we have determined that it is not the most appropriate framework for Accsys at this stage of our growth journey and operational maturity.

Accordingly, Accsys has developed its own scope targets, which are:

- **Ambitious**, reflecting our commitment to meaningful carbon reduction;
- **Achievable**, based on current operational and technological realities;
- **Guided by SBTi methodologies**, to ensure short-, mid- and long-term action.

We will continue to review and reassess the applicability of the SBTi framework as our operations scale and our emissions data matures, with the intention of aligning formally when the timing is right.



'THE RISING PATH' /
CAMBRIDGE UNIVERSITY BOTANIC GARDENS, UK

PLANET / ENERGY AND CLIMATE CHANGE

Working towards Net Zero

Our long-term target is to achieve net zero greenhouse gas (GHG) emissions by 2050, using FY25 as our baseline year. This commitment reflects our intent to align our growth with the transition to a low-carbon economy.

As we increase production to meet increasing global demand for sustainable building materials, we anticipate a short-term rise in absolute emissions.

Over time, we expect our emissions to decline in a non-linear trajectory, driven by a combination of factors including:

- Increased use of renewable energy across our sites and supply chain;
- Advancements in technology and process efficiency, reducing energy intensity;
- Enhanced product circularity and end-of-life solutions, extending carbon storage and reducing lifecycle impacts;
- Collaboration with partners and suppliers to identify and implement low-carbon innovations.

Our path to net zero is a long-term journey, one that requires innovation, collaboration, and continuous improvement.

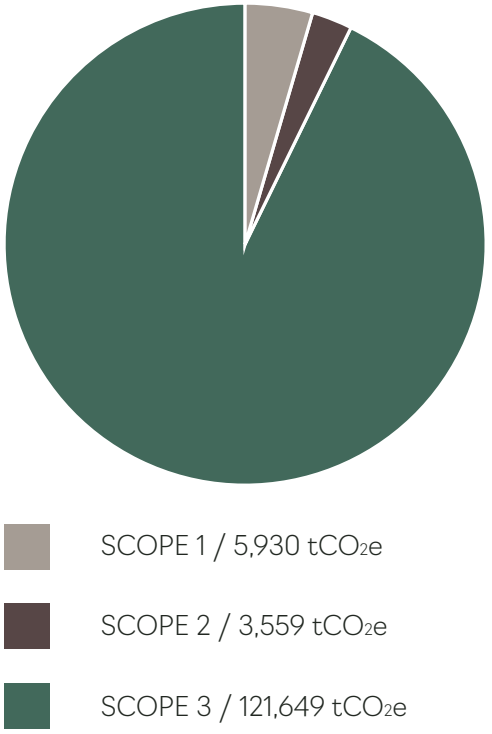
NET ZERO

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

FY25 EMISSIONS (BASELINE)

Accsys' total GHG emissions by Scope (tonnes of CO_2e in FY25).

For a more detailed breakdown read our 2025 Annual Report.



PLANET / ENERGY AND CLIMATE CHANGE

Our short-term and mid-term targets

In the short and mid-term, we will focus on energy reduction within the boundaries of our operational control. Our initial targets focus on Scope 1 and 2 emissions up to FY30.

100% of electricity from renewable sources (including market-based instruments) by the end of FY27

20% reduction in Scope 1 & 2 emissions intensity per m^3 (market-based) at our Arnhem site by the end of FY30

Engagement and education

In the short-term, we will focus on engagement and education on energy reduction. We have already launched energy and climate change training and continue to work on embedding climate-conscious decision making across the organisation. Internal site energy audits will also enable us to identify and prioritise actions to reduce emissions across our operations.

We also continue to explore process and data capture improvements to continually improve our long-term planning in accordance with the Accsys Environment and Climate Change Policy.

Green energy switches and energy efficiency improvements

We have already begun to phase-in greater use of renewables, from forklift trucks to increased use of green electricity. We plan to increase the use of renewable energy further, in line with improvements in technologies and greater availability. By the end of FY27 our target is to increase the use of green electricity to 100%, achieved through a combination of grid and market-based instruments.

Our mid-term target focuses on emissions intensity at our Arnhem site, where our emissions data and operations are most mature. Here, we are targeting a 20% reduction in our Scope 1 & 2 emissions intensity per m^3 (market-based) by the end of FY30 and plan to achieve this through the use of renewables and operational efficiency improvements. Current emissions intensity at Arnhem is 105.8 kg CO2 per m^3 of product produced (FY25 baseline).

PLANET / RESPONSIBLE SOURCING & BIODIVERSITY

Beauty, quality and performance with minimal environmental impact.

As a supplier of wood materials, Accsys takes responsibility for ensuring that our raw materials are sourced responsibly, protecting biodiversity and reducing environmental impact.

Our target is to maintain that 100% of Accoya is made from certified sustainable wood sources (through FSC® (CO12330), PEFC/16-37-2311, or equivalent). Through this, Accsys is able to continue to support no net deforestation, address environmental risks such as proper forest management and biodiversity, and ensure high human rights standards in our supply chain.

Focusing on fast-growing, responsibility managed forests

The majority of our wood is fast growing radiata pine sourced from New Zealand. The longevity of our products means that during its lifespan, two full generations of new trees can grow and sequester even more carbon, amplifying its environmental benefit.

COMPLYING WITH EUDR

Accsys has full traceability of our wood supply and is prepared to meet the EUDR (EU Regulation on Deforestation-free products) requirements.

Our other raw material is acetic anhydride. Carbon footprint remains an important factor in our acetyls procurement, and we will continue to engage with our suppliers on the topic of decarbonisation, whilst monitoring emerging bio-based acetyls technologies that will support our efforts towards net zero.

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



SCARBOROUGH HILL / CHRISTCHURCH, NEW ZEALAND / ITI TIMSPEC

PLANET / RESPONSIBLE SOURCING & BIODIVERSITY

Reducing wood waste

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 and sent to our partner Finsa, where it is chipped and repurposed into Tricoya® to be sold in mainland Europe. Since inception, the program has reclaimed over 1,000m3 of offcuts, storing the carbon for longer, and diverting wood waste from landfill.

ACCSYS

accoya®

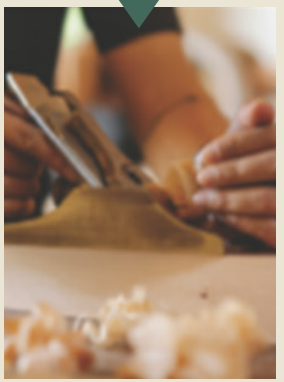
Finsa



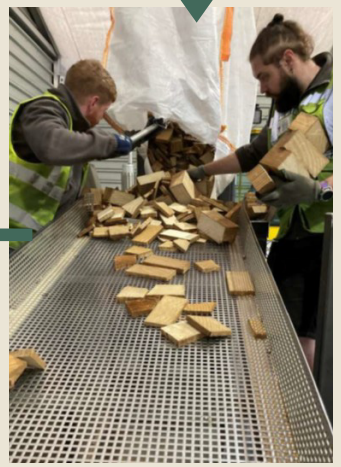
Tricoya product sold through distribution to manufacturers



End product:
Manufactured Tricoya door



Joinery Manufacturer



Accsys collects offcuts from joiners and ships to Accsys Plant in Wales



Accsys sort offcuts and quality checks; removing other wood types and contamination



Shipped offcuts along with Accoya wood to be chipped by Finsa - MDF manufacturer

Finsa turn the Accoya and Accoya offcuts into wood fibre and produce high performance exterior MDF branded Tricoya

PEOPLE / HEALTH AND SAFETY

Keeping our people safe

As a manufacturing company, health and safety is fundamental. Across our sites, we run comprehensive Health, Safety and Environment (HSE) programs with clear protocols, internal inspections, regular training, and emergency response procedures.

We operate with a 'Think Safe, Act Safe' attitude, encouraging a safety-first culture that goes beyond compliance. Dedicated health and safety personnel are appointed at each of our manufacturing facilities and regular safety walks and Digital Safety Observation Cards empower every employee to approach safety proactively and share responsibility for upholding a high-standard every single day.

We began implementing our nine Life Saving Rules in FY25 across our manufacturing sites to focus on prevention and accountability on a 'Journey to Zero' health and safety incidents.

A safety-first culture

Health and safety is a non-negotiable priority at all levels of the Group, and we continue to maintain a high level of governance through monitoring our performance against KPIs, executive oversight of health and safety operations and activities, a formal Health, Safety and Environment Policy and the direct integration of health and safety targets into the Executive Committee performance-bonus structure.



PEOPLE / WORKPLACE AND WELLBEING

A workplace for all

At Accsys, we believe that meaningful and satisfying careers begin with an inclusive, supportive and fair workplace.

Looking after our people

We are committed to fostering a culture of fairness and respect and maintain a zero tolerance for any form of discrimination or harassment.

We know that investing in our people is essential, and we prioritise training, wellbeing initiatives, and development opportunities to support career progression and personal growth. Our annual FOCUS awards also allow us to celebrate achievements across the categories of individual performance, teamwork, and growth.

This includes an 'Accsys Star' Award where colleagues can nominate and vote for their peers who have gone above and beyond, whether that be in their job function or for the wider workplace culture.

72%	of employees feel proud to work for Accsys*
ZERO	tolerance for discrimination

*Latest result from biannual employee survey

We also mark international awareness days and recently hosted events for International Women's Day and World Mental Health Day. This included guided meditation to promote mindfulness and form part of our broader commitment to employee wellbeing.

Looking after local communities

Accsys also encourages employees to connect with our shared purpose through volunteering activities. In FY25, employees from the Accsys London office cleared up over 250kg of plastic waste from the River Thames, diverting non-biodegradable plastics from posing serious risks to local aquatic ecosystems, wildlife and human health. Previously, employees at Arnhem have participated in the Mega Wandel Marathon and a Tree Planting Day, which provided opportunities to contribute to causes with positive charitable and environmental impacts.

Looking forward, we will plan similar volunteering efforts annually, supported by our Accsys Charity Committee, and will continue to create opportunities to further improve our workplace and employee wellbeing.



CHARITY EVENTS WITH EMPLOYEES AND THEIR FAMILIES

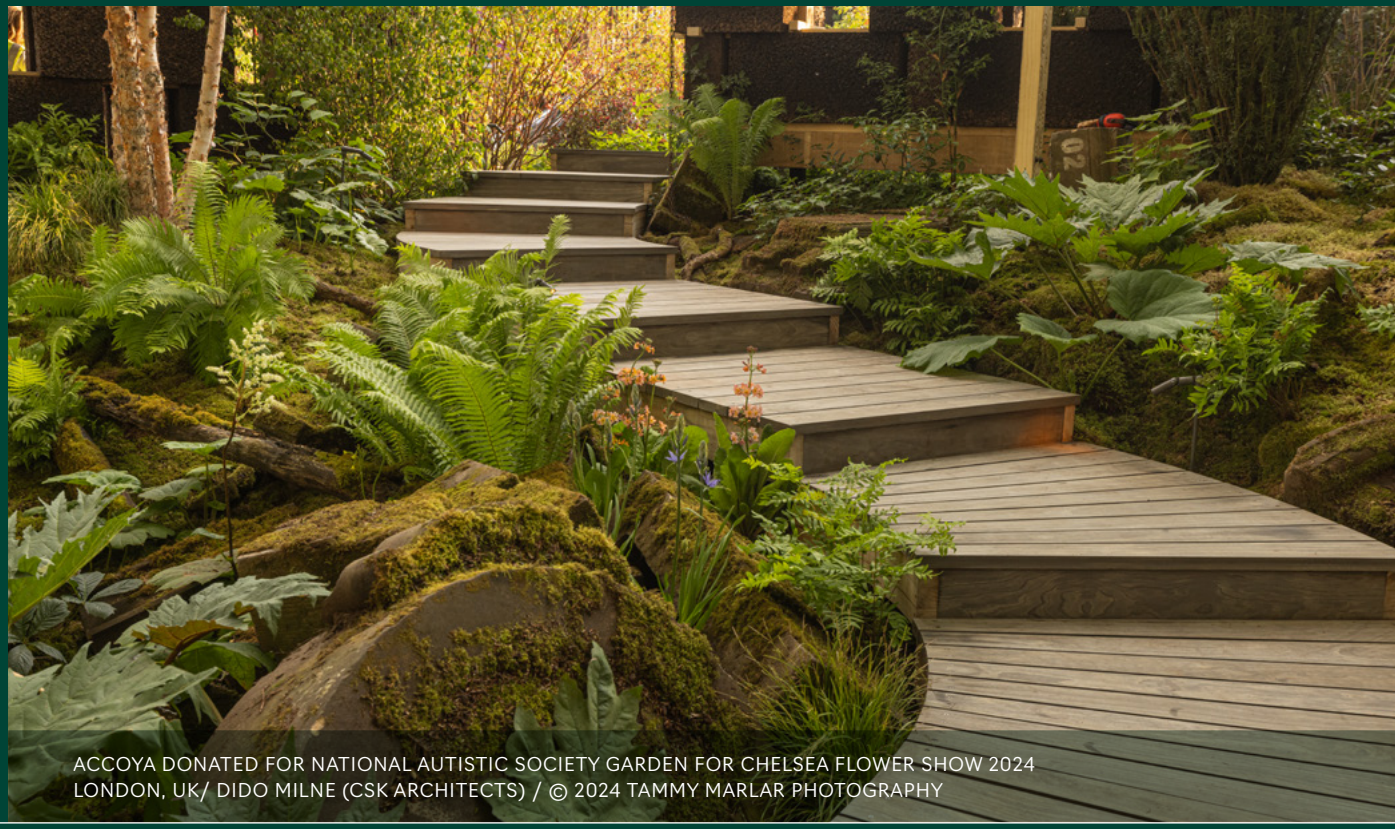
PEOPLE / WORKPLACE AND WELLBEING

Making a positive social impact with Accoya Gives Back

Accoya Gives Back is Accsys' new programme supporting social and community causes. The initiative will see Accsys donate up to 10m3 of Accoya wood each year to projects that deliver lasting social and environmental benefits.

The initiative aligns with our purpose of 'Changing Wood to Change the World' and, through donations of our high-performance, sustainable wood, helps to create value in the communities where we work, live and do business.

Each year, Accsys will select at least one impactful project, chosen from proposals from employees and customers. In particular, it will focus on projects that promote environmental stewardship, social equity, and community resilience. These projects will allow Accoya wood to make a meaningful difference, whether that be a community garden, educational space, or conservation project.



ACCOYA DONATED FOR NATIONAL AUTISTIC SOCIETY GARDEN FOR CHELSEA FLOWER SHOW 2024
LONDON, UK/ DIDO MILNE (CSK ARCHITECTS) / © 2024 TAMMY MARLAR PHOTOGRAPHY

PEOPLE / CASE STUDY

Social Bite Village

The first initiative under the scheme will provide Accoya for the windows of an innovative project tackling homelessness in Scotland. Partnering with long-standing Scottish customer, Treecraft Woodwork, and charity, Social Bite, Accsys is donating Accoya for the windows of sustainable "nest houses". The houses offer safe, supportive accommodation for people experiencing homelessness.



© SOCIAL BITE

PEOPLE / CASE STUDY

Built off-site by Ecosystems, the 'nest houses' are designed to be highly durable to ensure long-term use. Accoya's 50-year warranty and low maintenance requirements will help ensure that hundreds of people affected by homelessness will benefit from the houses for decades to come.

Construction is underway, with six homes in progress in Edinburgh and 15 more, plus a community hub, planned for Lanarkshire. Beyond temporary shelter, the villages offer tailored support, skills training, and pathways to employment, helping residents rebuild their lives in a dignified, sustainable environment.





© SOCIAL BITE

PEOPLE / HUMAN RIGHTS

A global responsibility

Accsys is committed to upholding human rights across our own operations and supply chain.

The standard we expect is outlined and governed by our Human Rights Policy and Code of Conduct and Ethics Policy as well as in our Supplier Code of Conduct.

Accsys maintains that as we grow, 100% of Accoya will continue to be made from certified sustainable wood sources (through FSC® (CO12330), PEFC/16-37-2311, or equivalent) which mandates high human rights standards in certified timber. Alongside this we conduct regular in-person visits to our mill suppliers.

As we grow and expand our source markets, it is essential that we continue to review and strengthen our human rights governance and due diligence processes. We remain committed to improving our practices and supporting human rights in all areas of our business and supply chain.

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



PROFIT / SUSTAINABLE AND QUALITY PRODUCTS

Helping the world build better

Accsys is committed to providing sustainable, durable, stable and versatile products to meet the growing demand for sustainable construction materials.

All our wood is 100% sustainably sourced (FSC®, PEFC/16-37-2311, or equivalent).

Our process of acetylation enhances durability and stability, backed by warranties of up to 50 years. This longevity reduces maintenance, resource use, and associated emissions across the product lifecycle, whilst locking in carbon from the atmosphere for longer. Over 500,000 tonnes of CO_2 is already stored in our products through projects worldwide.

Fully recyclable and reusable at end-of-life

As Accoya is 100% non-toxic and contains no biocides or harmful chemicals, it can be re-used or repurposed for other applications, including being turned into biomass briquettes for use as a renewable energy source, or repurposed for Tricoya production.

ENVIRONMENTAL PRODUCT DECLARATION

We are committed to maintaining an updated Environmental Product Declaration (EPD). The EPD plays a vital role in providing transparency on the environmental impact across the entire product lifecycle. This data also acts as a useful tool for identifying where we can improve. We continue to focus on making our products as sustainable as possible, using resource-efficient manufacturing processes and increasing the use of renewable energy, to further meet the growing demand for low-carbon products.



SILT HOTEL AND CASINO
MIDDELKERKE, BELGIUM / STEFAN STEENKISTE

PROFIT / SUSTAINABLE AND QUALITY PRODUCTS

At Accsys, we are proud that our products are high-performing. We aim to continuously improve our processes to maintain best in-class product certifications.

We will also add new labels as appropriate to ensure that our products meet evolving sustainability standards and customer expectations across global markets.

Maintaining the prestigious Cradle to Cradle Certified® Gold

Accoya is one of the few building materials with Cradle to Cradle Certified® Gold status, an all-encompassing product certification which considers the wider environmental impacts of the product, including material health, energy, circularity, and water, waste and pollutants. We are targeting the more rigorous Cradle to Cradle Certified® Gold V5.0 in 2026.

Other Accoya certifications include the Nordic Swan Ecolabel and Declare. The latter focuses on material ingredient transparency and verification.

The sustainability and high-performance qualities of Accoya, also means the use of it contributes to green building accreditations, such as BREEAM and LEED.

SUSTAINABILITY CERTIFICATIONS

15+ YEARS

Cradle to Cradle Certified® Gold since 2010



GOVERNANCE / CORPORATE GOVERNANCE

Holding ourselves accountable

Accsys fosters a positive corporate culture free from unethical practices, discrimination and harassment, with equal opportunities for all.

Accsys' Code of Conduct and Ethics Policy sets expectations for ethical behaviour, integrity and accountability across the organisation. Additionally, our Supplier Code of Conduct reinforces our zero tolerance to unethical behaviour beyond our operations and into our supply chain.

We uphold and continuously strengthen our governance standards through:

- Maintaining policies that reflect evolving ESG expectations, regulatory requirements and uphold a positive corporate culture.
- Providing clear, accurate and transparent sustainability reporting
- Aligning our practices with recognised international standards
- Ongoing employee training on ESG policies, and anti-corruption, anti-bribery and ethical conduct
- Annual S&P Corporate Sustainability Assessment, where Accsys maintains its position in the top quartile of our sector: Paper and Forest Products
- Enforcing zero tolerance for misconduct and swift action on breaches
- Senior management accountability for the success of the Sustainability Plan

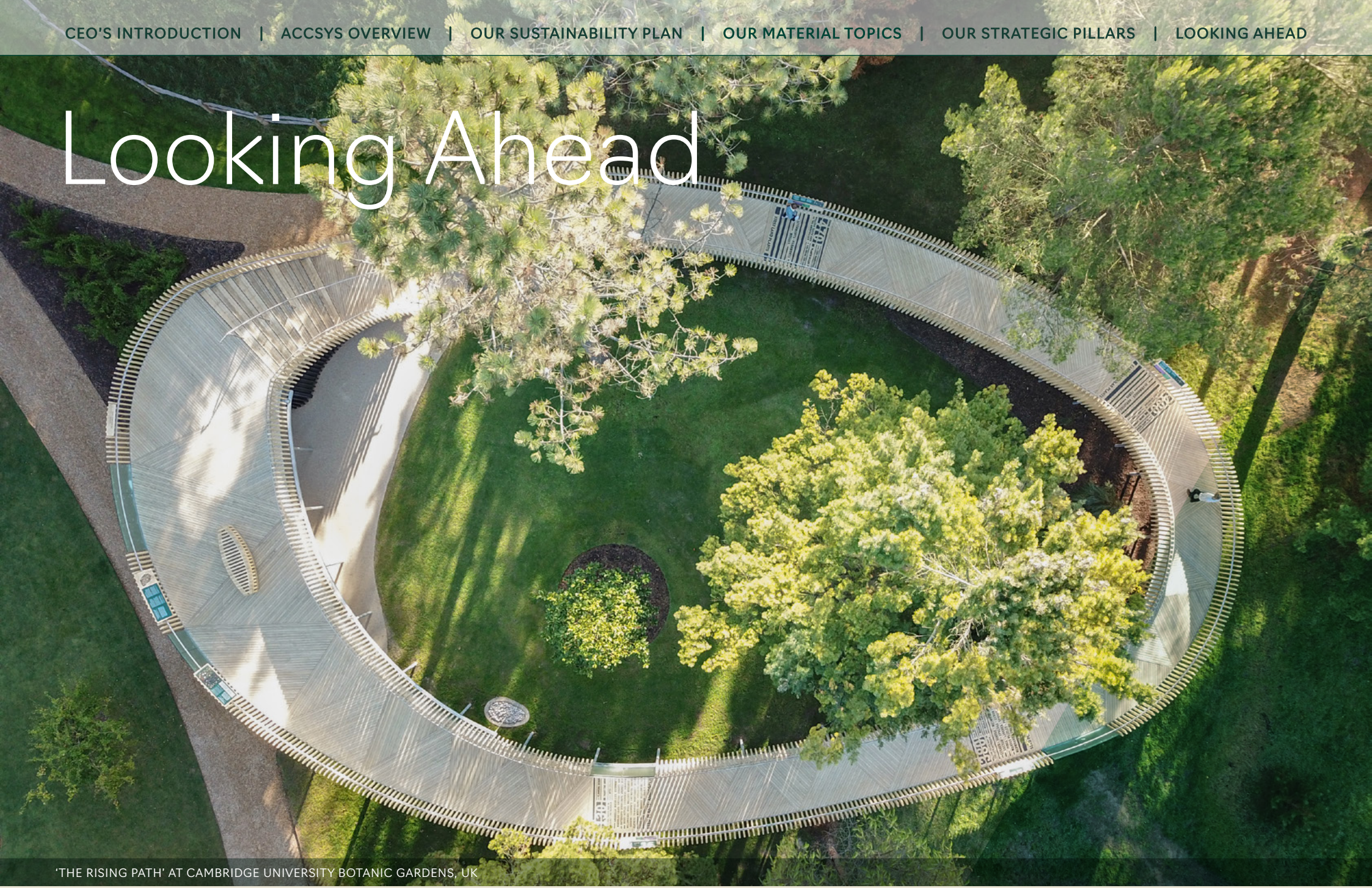
GRI

SASB STANDARDS
Now part of IFRS Foundation



CHARRED ACCOYA WOOD / CLICHY-LA-GARENNE, FRANCE
EMMANUEL COMBAREL DOMINIQUE MARREC ARCHITECTES (ECDM)

Looking Ahead



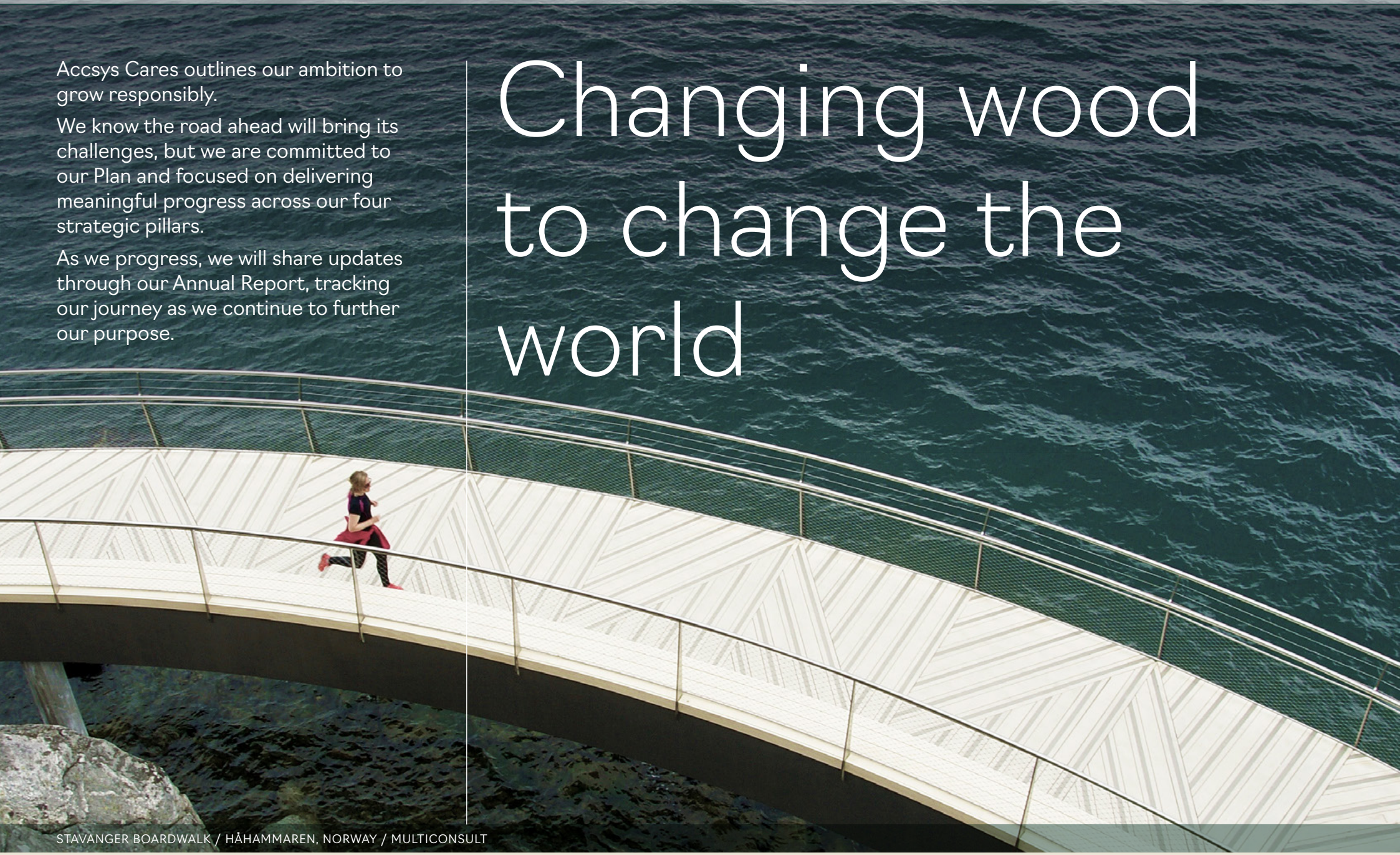
'THE RISING PATH' AT CAMBRIDGE UNIVERSITY BOTANIC GARDENS, UK

Changing wood to change the world

Accsys Cares outlines our ambition to grow responsibly.

We know the road ahead will bring its challenges, but we are committed to our Plan and focused on delivering meaningful progress across our four strategic pillars.

As we progress, we will share updates through our Annual Report, tracking our journey as we continue to further our purpose.



STAVANGER BOARDWALK / HÅHAMMAREN, NORWAY / MULTICONSULT



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