

**Company** Accsys Technologies PLC  
**TIDM** AXS  
**Headline** Director Interests and Incentive Awards  
**Released** 19 July 2024  
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**19 July 2024**

**Accsys Technologies PLC**  
(“Accsys”, the “Group” or the “Company”)

### **Director Interests and Incentive Awards**

Accsys, the world’s leading supplier of premium, high performance and sustainable wood building materials, today announces that the Remuneration Committee has granted bonus and long term incentive awards to various senior employees, including the Chief Executive Officer, Jelena Arsic van Os, and Interim Chief Financial Officer, Hans Pauli. The awards have been granted in accordance with the terms of the Deferred Bonus Plan (DBP) rules and the Long Term Incentive Plan (LTIP) rules.

The DBP awards have been granted in respect of bonuses earned for the financial year ending 31 March 2024. In the case of Jelena Arsic van Os and as referred to in the Directors’ Remuneration Report for that year, she has been awarded 140,600 new ordinary shares of €0.05 each in the Company (Ordinary Shares) which will vest 80% on 1 September 2024, and 20% on 18 July 2026.

Hans Pauli’s award of 43,138 Ordinary Shares was granted to him in respect of his service before his appointment as an Executive Director and will vest in full on 1 September 2024.

The LTIP awards are nil priced options over a total of 1,562,252 Ordinary Shares. Of this total, an award over 886,364 shares has been granted to Jelena Arsic van Os, and an award over 143,092 shares to Hans Pauli.

The awards will vest three years after grant, subject to the terms of the LTIP Plan Rules, including continued employment of the beneficiaries by the Company and satisfaction of performance targets. Information in relation to the performance conditions is contained in the Directors’ Remuneration Report for the year ended 31 March 2024. A two-year holding period applies to the awards granted to Jelena Arsic van Os and Hans Pauli following the end of the vesting period.

The Directors’ Remuneration Report for the year ended 31 March 2024 can be found on page 93 of the Annual Report and Financial Statements covering the same period (see [www.accsysplc.com/investors/reports-results/](http://www.accsysplc.com/investors/reports-results/)).

<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>					
a)	Name	Jelena Arsic van Os				
<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	Chief Executive Officer				
b)	Initial notification/ Amendment	Initial notification				
<b>3</b>	<b>Details of the issuer</b>					
a)	Name	Accsys Technologies PLC				
b)	LEI code	213800HKRFK8PNUNV581				
<b>4</b>	<b>Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted</b>					
a)	Description of the financial instrument, type of instrument  Identification code	Ordinary shares of €0.05 each  ISIN GB00BQQFX454				
b)	Nature of the transaction	Grant of award under the Accsys Deferred Bonus Plan.				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th><th>Volume(s)</th></tr> </thead> <tbody> <tr> <td>Nil</td><td>140,600</td></tr> </tbody> </table>	Price(s)	Volume(s)	Nil	140,600
Price(s)	Volume(s)					
Nil	140,600					
d)	Aggregated information  - Aggregated volume  - Price	Not applicable – single transaction				
e)	Date of the transaction	18 July 2024				
f)	Place of the transaction	Outside of a trading venue				

<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>					
a)	Name	Hans Pauli				
<b>2 Reason for the notification</b>						
a)	Position/status	Interim Chief Financial Officer				
b)	Initial notification/ Amendment	Initial notification				
<b>3 Details of the issuer</b>						
a)	Name	Accsys Technologies PLC				
b)	LEI code	213800HKRFK8PNUNV581				
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Price(s)	Volume(s)					
Nil	43,138					
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<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>					
a)	Name	Jelena Arsic van Os				
<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	Chief Executive Officer				
b)	Initial notification/ Amendment	Initial notification				
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b)	Nature of the transaction	Grant of LTIP Options over Ordinary Shares.				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>Nil</td> <td>886,364</td> </tr> </tbody> </table>	Price(s)	Volume(s)	Nil	886,364
Price(s)	Volume(s)					
Nil	886,364					
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<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>					
a)	Name	Hans Pauli				
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a)	Position/status	Interim Chief Financial Officer				
b)	Initial notification/ Amendment	Initial notification				
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Price(s)	Volume(s)					
Nil	143,092					
d)	Aggregated information  - Aggregated volume  - Price	Not applicable – single transaction				
e)	Date of the transaction	18 July 2024				
f)	Place of the transaction	Outside of a trading venue				

## Ends

### For further information, please contact:

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**Notes to editors:**

**Accsys** (Accsys Technologies PLC) is a fast-growing business with a purpose: changing wood to change the world. The company combines chemistry, technology and ingenuity to make Accoya wood and Tricoya wood elements: high performance wood products that are extremely durable and stable, opening new opportunities for the built environment and giving the world a choice to build sustainably. Accsys transforms fast-growing, certified sustainable wood into building materials with an up to 50-year warranty, locking carbon stored in the wood into useful products for decades, with performance characteristics that match or better those of non-renewable, resource-depleting and polluting alternatives. Accsys is listed on the London Stock Exchange AIM market and on Euronext Amsterdam, under the symbols 'AXS'. Visit [www.accsysplc.com](http://www.accsysplc.com)

**Accoya** solid wood is sustainable, durable, and stable with exceptional performance, finish and sustainability. Accsys' proprietary acetylation process makes the wood more dimensionally stable and because it is no longer easily digestible, extremely durable. It is one of very few building materials to be Cradle to Cradle Certified™ at the Gold level, with a Platinum rating for Material Health, confirming that no harmful or toxic additives or chemicals are present to leach out into the environment. Primary applications for Accoya wood include windows, doors, cladding and decking, where the combination of performance and sustainability benefits compete favorably against hardwoods, plastics, metals and concrete. Visit [www.accoya.com](http://www.accoya.com)

**Tricoya** acetylated wood elements are produced for use in the fabrication of panel products such as medium density fibreboard (MDF). Panel products made with Tricoya wood elements are truly durable and stable enough for use outdoors and in wet environments, unlocking new possibilities for design and construction. They have been lauded as the first major innovation in the wood composites industry in more than 30 years and bring the flexibility of traditional panel products and sustainability benefits of wood to a whole new range of applications. Visit [www.tricoya.com](http://www.tricoya.com)

Any references in this announcement to agreements with Accsys shall mean agreements with either Accsys or its subsidiary entities unless otherwise specified. 'Accsys' and 'Accsys Technologies' are trading names of Titan Wood Limited ("TWL"), a wholly-owned subsidiary of Accsys Technologies PLC. Accoya, Tricoya and the Trimarque Device are registered trademarks owned by TWL, and may not be used or reproduced without written permission from TWL, or in the case of the Tricoya registered brand trademark, from Tricoya Technologies Limited, a subsidiary of TWL with exclusive rights to exploit the Tricoya brand.