



AIM: AXS
Euronext Amsterdam: AXS

21 May 2024

Accsys Technologies PLC
("Accsys", the "Group" or the "Company")

Section 430(2B) Companies Act 2006 – Steven Salo

As referred to in the announcement of 16 May 2024, Steven Salo has stepped down from his role as Chief Financial Officer.

The following remuneration statement is provided in accordance with section 430(2B) of the Companies Act 2006. All payments are in line with Accsys' Remuneration Policy approved by shareholders at the 2021 AGM.

Salary and benefits

Mr Salo received his salary and benefits up to his last day of employment in the usual way.

Mr Salo will receive a payment in lieu of his six month notice period, payable in three equal instalments in May, June, and July 2024.

Annual bonus

Mr Salo was employed for the whole of the financial year ended 31 March 2024. Accordingly, Mr Salo will remain eligible to earn a bonus in respect of that year, subject to the achievement of the applicable performance measures. Details of any bonus earned and the deferral arrangements will be included in Accsys' Directors' Remuneration Report for that year.

Long Term Incentive Plan ("LTIP")

In accordance with the rules of the LTIP approved by shareholders at the 2023 AGM, Mr Salo's LTIP award granted in respect of the 2023/24 financial year (as disclosed in the RNS announcement dated 28 July 2023 and details of which will be included in the Directors' Remuneration Report for the year ended 31 March 2024) will remain subject to the rules of the LTIP and will vest on its normal vesting date subject to the achievement of the applicable performance conditions and a reduction to reflect the cessation of employment being before the end of the vesting period. To the extent it vests, the award will remain subject to the two-year post-vesting holding period.

Other amounts

Mr Salo received a payment of approximately £4,600 in respect of outstanding holiday entitlement. The Company will make a payment of up to £1,250, plus VAT where relevant, in respect of legal expenses and associated costs. Mr Salo will not receive any other remuneration payment or payment for loss of office.