



AIM: AXS
Euronext Amsterdam: AXS

16 December 2022

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

Section 430(2B) Companies Act 2006 – Robert Harris

As announced on 12 December 2022, the Accsys Technologies PLC Board agreed that Rob Harris would step down as Accsys' Chief Executive Officer and as a director of Accsys on 31 March 2023.

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 Harris' 6 month notice period commenced on 10 December 2022. Mr Harris will continue to receive his salary, pension allowance and benefits in the normal way until 31 March 2023.

Following 31 March 2023, Mr Harris will receive a payment in lieu of salary for the balance of his notice period and a payment of 8% of his salary for that period reflecting the pension allowance that would otherwise have been paid to him for the balance of that period. Mr Harris will also receive pay in lieu of any accrued but untaken holiday entitlement.

Accsys will continue to provide Mr Harris with his medical, life assurance and dental insurance cover for three months following the cessation of his employment.

Details of payments made will be included in Accsys' future Directors' Remuneration Reports as required.

Annual bonus

Mr Harris will remain employed for the whole of the financial year ending on 31 March 2023, and he will remain eligible to earn a bonus in respect of that year without pro-rating for time, subject to the achievement of the applicable performance measures, to which deferral arrangements will apply consistent with Accsys' Directors' Remuneration Policy. Details of any bonus earned and the deferred proportion will be included in Accsys' Directors' Remuneration Report for that year.

Long Term Incentive Plan

Mr Harris' "in-flight" Long-Term Incentive Plan awards in relation to each of the 2020/21, 2021/22 and 2022/23 financial years (as disclosed under previous RNS announcements by Accsys and in its latest remuneration report), will remain subject to the rules of the Long-Term Incentive Plan. They will vest on their normal vesting dates 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. Each award will remain subject to the post-vesting holding period. Further details will be included in Accsys' Directors' Remuneration Report for the year ending 31 March 2023.

Professional Costs

Mr Harris will receive a payment of up to £65,000 in respect of outplacement support and a payment will be made of up to £3,250, exclusive of VAT, in respect of legal expenses. Mr Harris will not receive any other remuneration payment or payment for loss of office.