access

Climate Transition Plan

May 2026

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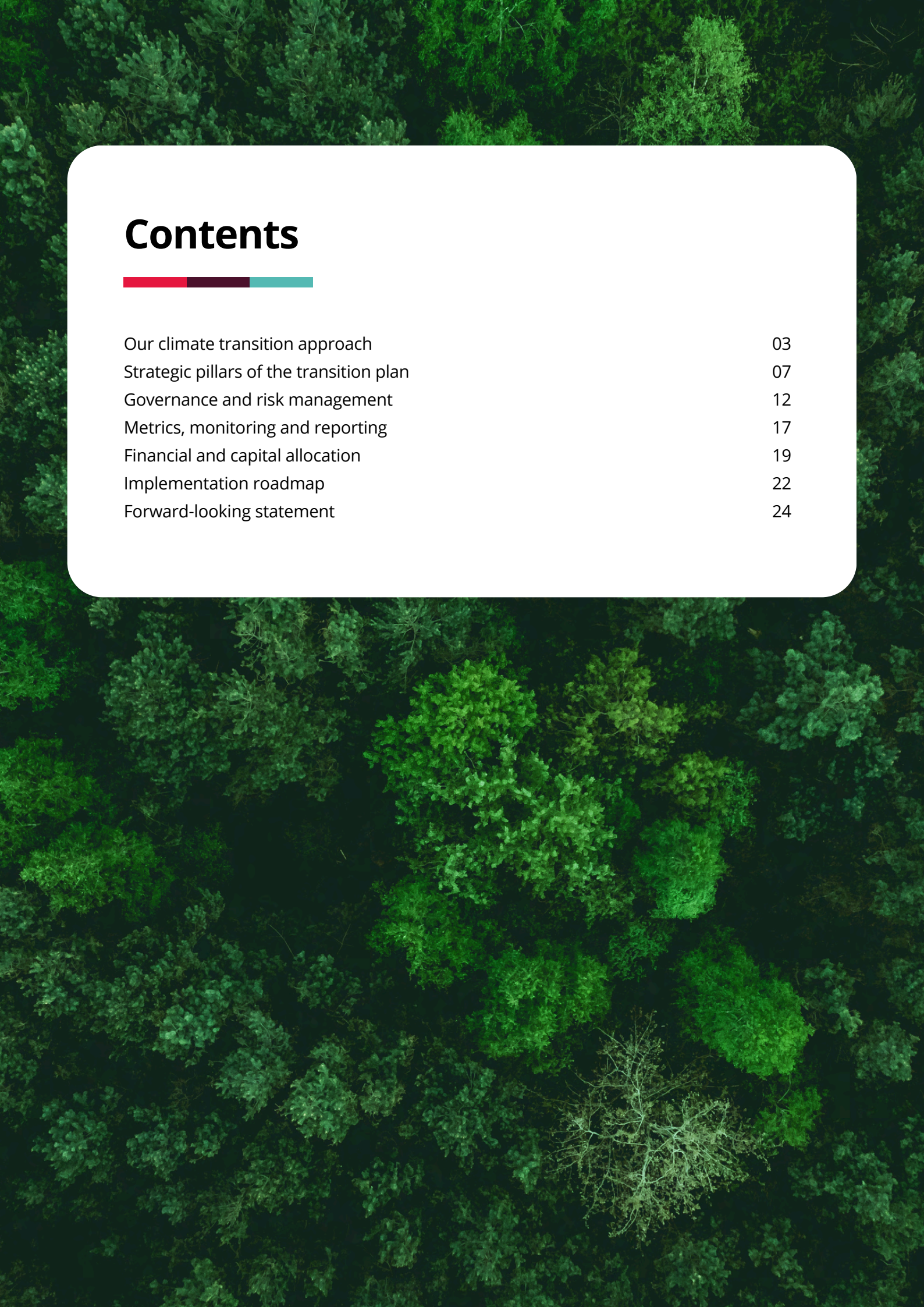


Section 1

Our climate transition approach

At Access, we believe every organisation has a responsibility to safeguard the future of our planet. Our climate transition strategy is grounded in science, aligned with global frameworks, and embedded into how we operate, innovate, and deliver value for our customers and communities.

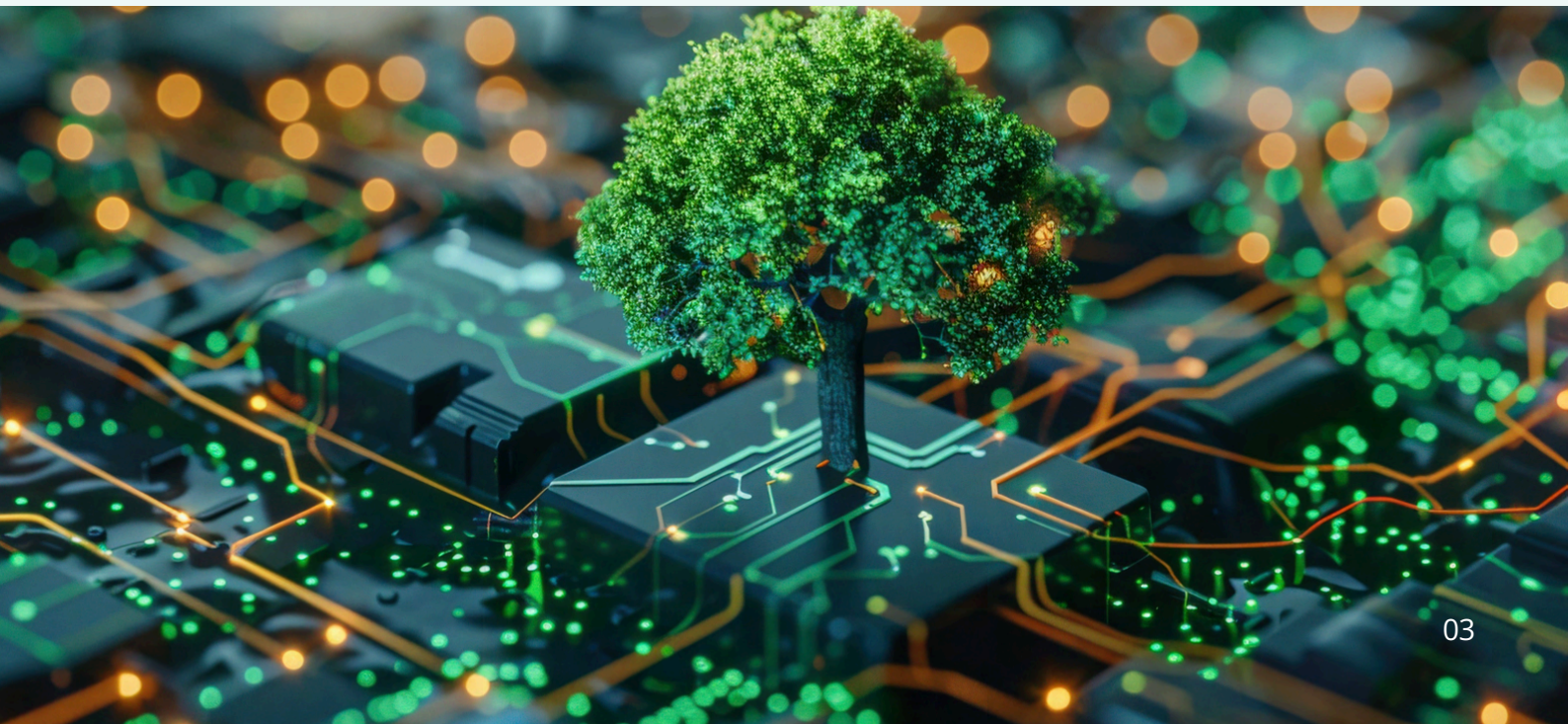
We recognise that climate change is no longer a distant scenario; it is a present and accelerating reality that affects us all. Extreme weather events, rising temperatures, and evolving regulatory expectations demand decisive and rapid action. As a global technology company serving more than 160,000 customers, we understand the role we play in shaping a resilient, low-carbon digital economy.

Our commitment begins with integrating environmental sustainability into our long-term strategy and targets. We are committed to reducing our environmental footprint and supporting the transition to a low-carbon future. We have pledged to achieve net zero by 2050 and have submitted our science-based targets aligned with the Paris Agreement to the SBTi for validation. Through robust climate risk assessment aligned with the IFRS S2 framework, we embed environmental considerations directly into our long-term strategy and governance processes.

By partnering with our people, our customers, and our broader ecosystem, we bring climate considerations into everyday decision-making. We raise awareness across our teams, support environmental initiatives in our communities, and ensure that our growth aligns with responsible, transparent environmental management.

Our transition to a low-carbon future is not simply a compliance obligation, but a strategic driver of long-term value. By reducing emissions, increasing efficiencies, and adopting responsible technologies, we aim to protect the environment, support our stakeholders, and contribute to a more sustainable digital ecosystem.

We know that meaningful climate action requires sustained effort. Our ambitions are clear, our progress is visible, and our commitment is unwavering. Together with our teams and partners around the world, we are building a more resilient, sustainable Access, now and for the future.



Our climate mitigation commitments

At Access, climate mitigation is embedded into our long-term strategy and governance framework. We recognise the accelerating impacts of climate change, and we are committed to playing our part in limiting global temperature rise. Our ambition is to achieve net zero greenhouse gas emissions by 2050 or earlier, supported by the development of near-term science-based targets aligned with the Paris Agreement and the Science Based Targets initiative (SBTi).

We measure and report our Scope 1, Scope 2, and Scope 3 emissions globally in accordance with the GHG Protocol and Streamlined Energy and Carbon Reporting (SECR) requirements. Our climate-related risks and opportunities are assessed using multiple climate scenarios and aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework. Oversight of climate-related matters sits at Board level, ensuring accountability and integration into our risk management and long-term planning processes.

Operationally, we are reducing emissions through energy efficiency and renewable energy adoption in our offices and supply chain. In FY25, 64% of our office footprint was powered by 100% renewable electricity, and today 100% of our data centres' energy comes from renewable sources. We continue consolidating offices, improving lighting efficiency, reducing our company fleet, and where company cars are required, switching to electric alternatives. For FY25, Scope 1 and Scope 2 market-based emissions decreased year-on-year, reflecting progress in our operational decarbonisation efforts.

We are also strengthening environmental governance through compliance with policies such as our Green Office Policy, Waste Policy, and Sustainable Procurement Policy, and Supplier Code of Conduct. These initiatives help drive emissions reductions across our value chain while encouraging employee engagement in sustainability activities. Through continuous monitoring, quarterly ESG scorecard reporting, and transparent disclosures, we are committed to measurable, accountable progress towards a low-carbon future.

Climate ambition and targets

Our climate ambition is to achieve net zero greenhouse gas emissions by 2050, supported by near-term science-based targets aligned with the goals of the Paris Agreement, to limit global temperature rise to 1.5°C. We are committed to reducing emissions across Scopes 1, 2 and 3 through measurable, data-driven actions, strengthening governance oversight, and enhancing transparency across our value chain. In line with this commitment, we have submitted our science-based targets to the SBTi for validation.

Our emissions baseline

Our total FY25 emissions were 49,169 tCO_2e (location-based) / 48,575 tCO_2e (market-based) vs FY24 46,664 tCO_2e (location-based) / 46,611 tCO_2e (market-based).

We choose to use both location- and market-based methods in our measurement as the location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using grid-averaged emission factor data), while a market-based method reflects emissions from electricity that companies have purposely chosen through contractual instruments.

Emissions were calculated in alignment with the GHG Protocol Corporate Standard using the Watershed platform. Energy consumption data for all facilities was either collected directly or estimated based on building square footage. This information was then paired with emissions factors from the U.S. Environmental Protection Agency (EPA), Ecoinvent, the Technical Compliance Rate (TCR), and other relevant sources to quantify total GHG emissions.

Electricity emissions factors were selected according to geographic location to ensure they accurately reflect the regional energy mix and associated emissions.

FY24 serves as the baseline measurement year for our Climate Transition Plan, providing a clear and comprehensive view of our greenhouse gas (GHG) footprint. This baseline enables us to set targeted reduction strategies and track performance over time. As we move forward, we will continue to measure and report our emissions comprehensively across all scopes to ensure transparency, accountability, and alignment with our long-term decarbonisation objectives.

Science-based targets

Science-based targets represent best practice and a positive development for Access, with more robust baseline data and clear, externally validated initiatives in line with the Paris Agreement 1.5°C warming trajectory. Science-based targets will enable Access to have a clearly defined reduction pathway to progress with designated guardrails on how to define success. This removes some of the murkiness of more generalised reduction targets (e.g., reduce emissions by an arbitrary target), and instead ensures Access' emissions reduction plans are aligned with the latest climate science, and mitigates any greenwashing concerns.

Based on the SBTi guidelines, we have analysed how best to achieve science-based targets and prepared targets that are based on the minimum ambition; however, we are able to increase the ambition of these targets if desired. These targets will commit Access publicly to reduce its GHG emissions in line with the Paris Agreement 1.5°C warming trajectory.

The proposed science-based targets for Access have been aligned with the required reduction pathway prescribed by SBTi. SBTi requires two target types to be set:

- Scope 1 & Scope 2 emissions (direct emissions)
- Scope 3 (indirect emissions)

Our science-based targets are anchored to a FY24 base year (July 2023 – June 2024), which serves as the reference point against which progress will be measured and tracked. This baseline reflects our emissions profile following recent structural growth and provides a robust and consistent foundation for long-term decarbonisation planning. Our near-term targets are set with a target expiry date of FY34 (July 2033 – June 2034), establishing a clear ten-year reduction pathway aligned with SBTi requirements. This defined timeframe enables us to set measurable interim milestones, monitor performance transparently, and ensure sustained progress towards our broader net zero ambition.

Scope 1 & Scope 2 reduction

In line with SBTi requirements, we have committed to reducing our absolute Scope 1 and Scope 2 emissions by 58.8% by FY34, using FY24 as our base year. This reduction pathway reflects the SBTi's global linear decarbonisation trajectory, which assumes a 4.2% annual reduction rate from 2020 onward, irrespective of the selected base year. As our target year extends to 2034, this equates to 14 consecutive years of linear reductions, resulting in a cumulative reduction of 58.8%. The target boundary will cover at least 95% of our Scope 1 and Scope 2 emissions, ensuring comprehensive coverage of operational emissions within our direct control and reinforcing the credibility and robustness of our transition plan.

Scope 3 reduction

In alignment with SBTi requirements, we have committed to reducing Scope 3 emissions by 63.8% per £1 million of gross profit by FY34 through an economic intensity reduction target, using FY24 as our base year. SBTi's minimum coverage requirement is 67% of Scope 3 emissions. Accordingly, we will include categories 3.1 (purchased goods and services), 3.6 (business travel) and 3.7 (employee commuting) to maintain compliance with SBTi's minimum 67% Scope 3 coverage requirement and provide greater flexibility in managing future fluctuations. This approach reduces the risk of falling below the required coverage threshold, avoids the need for rebaselining and resubmission, and strengthens the robustness and resilience of our Scope 3 transition pathway.

The key actions for decarbonisation across Scope 1, Scope 2, and Scope 3, aligned with the SBTi, will be outlined in detail in the following section, providing a clear roadmap of our commitment and approach.

Section 2

Strategic pillars of the transition plan

Carbon reduction

The most material components of our environmental footprint arise from indirect emissions, namely Scope 2 emissions associated with electricity consumption across our sites, and Scope 3 emissions generated through purchased goods and services, business travel, and employee commuting.
To address these impacts, our carbon reduction strategy focuses on the key decarbonisation levers outlined in the table below.

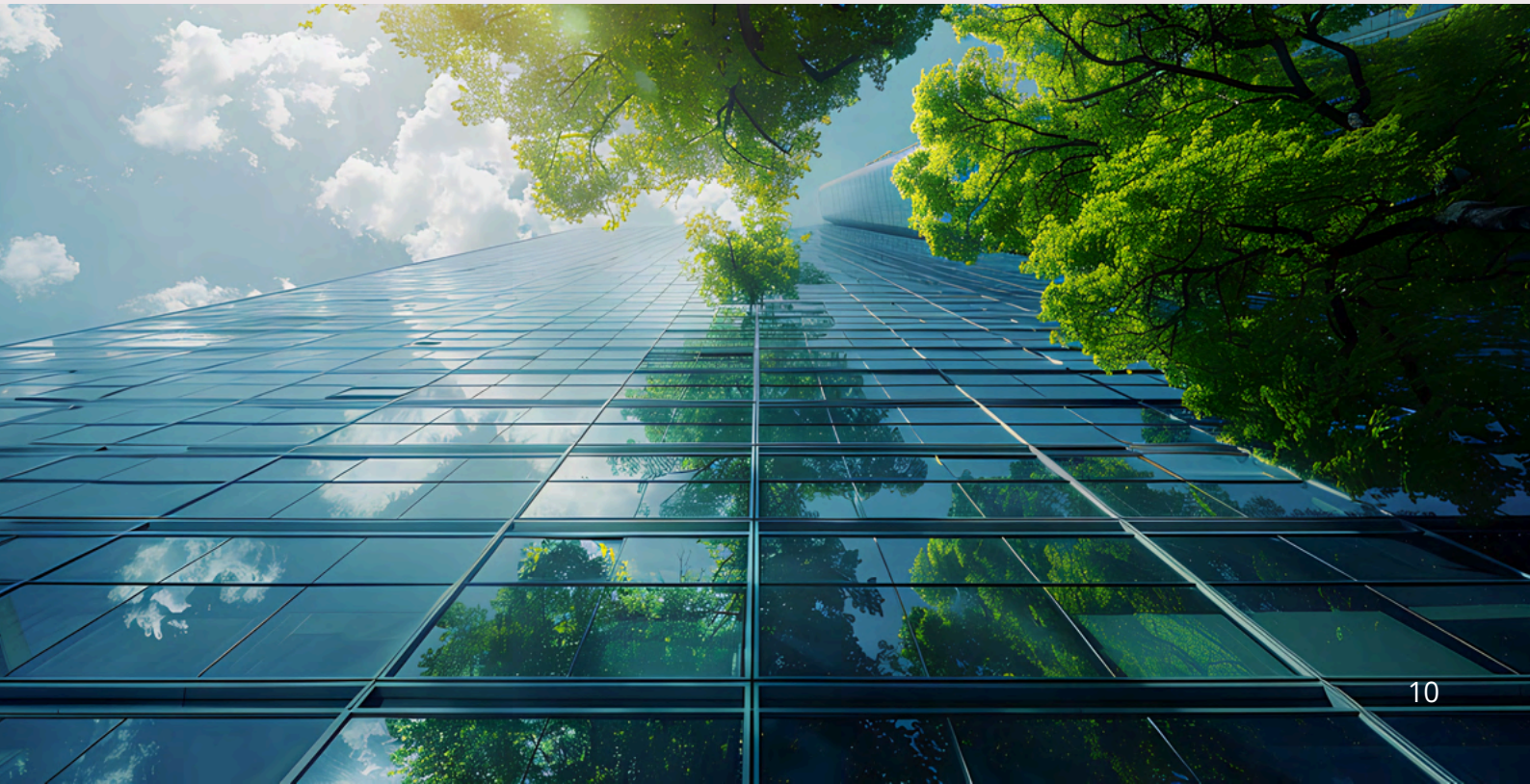
Carbon reduction
Key decarbonisation actions and main challenges

Scope	Decarbonisation lever	Actions	Challenges
Scope 1	Decarbonising our car fleet	As of FY25, the company operated 45 leased vehicles, of which 33 were electric or hybrid, and reduced the overall fleet by 21% year-on-year. As part of our carbon transition goals, and in line with our policy, as leases come up for renewal the vehicles are either returned or switched to full electric vehicles. Additionally, 236 UK employees participated in the electric vehicle scheme, with a further 25 vehicles on order. As part of our goal to decarbonise our car fleet, we will continue to develop our green travel policies and roll out similar initiatives where possible.	Decarbonising Access' car fleet presents a number of structural and operational challenges despite clear progress in reducing and electrifying leased vehicles. Growth through acquisitions, including the ten completed acquisitions in FY25, could introduce additional vehicles, legacy lease contracts, and inconsistent fleet policies, making standardisation and rapid electrification more complex. Transition speed is also constrained by lease renewal cycles, as vehicles are typically replaced or returned at contract end rather than immediately, limiting the pace of emissions reduction unless early termination costs are incurred.

Scope	Decarbonisation lever	Actions	Challenges
Scope 2	Renewable energy (green tariffs)	Reducing Scope 2 emissions remains a core pillar of Access' decarbonisation strategy, reflecting our reliance on purchased electricity across a geographically diverse office portfolio. As a predominantly leased-office organisation, Access has limited direct control over building infrastructure; however, we have implemented an energy performance site selection programme to ensure that the energy efficiency of buildings is assessed prior to securing or renewing leases. We are progressively increasing the proportion of electricity sourced from renewable energy, supported by supplier engagement and contractual procurement mechanisms, where feasible. At the same time, we continue to improve emissions data quality and granularity to enhance transparency and support SBTi validation. Collectively we have 100% renewable energy at 64% of our office footprint and we will look to increase this further in FY26.	Key challenges in decarbonising Scope 2 emissions primarily relate to our leased property model, acquisitional growth, and exposure to external energy markets. As Access leases the majority of its office space, it has limited direct control over base building infrastructure, energy efficiency upgrades, and on-site renewable generation, relying instead on landlord engagement and contractual procurement mechanisms to influence energy performance.
	Energy and waste efficiency	In FY25 we continued our efforts to reduce our office footprint through the consolidation of offices, driving energy efficiency, switching to renewable energy, and/or moving into more energy efficient buildings where possible. We are moving to renewable energy, where possible, and optimising LED and motion sensor lighting in offices to improve energy efficiency. Furthermore, we rolled out a programme of recycling at our offices. In FY26 we will seek to increase the amount of waste recycling, reducing waste going to landfill.	The main challenges associated with our decarbonisation actions include balancing operational needs with office consolidation, ensuring the availability and reliability of renewable energy sources, and managing the upfront costs of retrofitting offices with energy-efficient technologies. Additionally, achieving consistent employee engagement in energy-saving behaviours and recycling programmes can be difficult, and tracking the impact of these initiatives across multiple office locations requires robust monitoring systems. Finally, transitioning to more energy-efficient buildings and reducing waste sent to landfill depends on the availability of suitable facilities and local recycling infrastructure.

Scope	Decarbonisation lever	Actions	Challenges
Scope 3	Reducing business travel	We are currently working to enhance our centralised granular reporting system and reduce the impact of our employee social events. Data granularity will be improved through the implementation of Workday and integration of regions and acquisitions, becoming less dependent on spend data and will benefit from activity data which is usually lower. The full implementation of Workday will also facilitate the compliance with our travel policy.	As Scope 3 emissions represent the majority of our footprint, reductions are inherently dependent on employee travel behaviour, supplier performance, and acquisition integration, limiting direct operational control. The transition from spend-based to activity-based reporting through the full implementation of Workday across regions and acquired entities introduces data standardisation, system integration, and change management complexities, with a temporary risk of data gaps or volatility as reporting improves. Strengthening travel policy compliance also requires sustained behavioural change and consistent enforcement across geographies while balancing business growth, collaboration needs, and cultural engagement. Furthermore, continued expansion and recent acquisitions may temporarily increase emissions or require base year recalculations under the GHG Protocol.
	Responsible supply-chain	Access is committed to ethical and responsible sourcing and engagement with suppliers who share common principles of fair and honest trading, demonstrate a commitment to maintaining safe and fair working conditions, and comply fully with all applicable legal requirements of those regions in which our operations take place. We believe sustainable sourcing is essential as it helps reduce risks in the supply chain and meets the expectations of our stakeholders. It helps us make informed and balanced decisions when purchasing products and services to ensure we get the best value for money while ensuring we take into account the environmental, social, and ethical aspects over the whole product or service life cycle. We expect all suppliers and subcontractors to manage the environmental and social impacts of their business operations. Suppliers and subcontractors should, where appropriate, adapt their business practices to ensure that they comply with our Supplier Code of Conduct.	As a global and acquisitive organisation operating across multiple jurisdictions, ensuring that all suppliers and subcontractors consistently comply with our Supplier Code of Conduct, local legal requirements, and standards on fair trading and satisfactory working conditions requires robust due diligence, monitoring, and ongoing engagement. Variations in regulatory environments, cultural practices, and corporate sustainability maturity levels across regions may create inconsistencies in implementation and increase compliance risk. Additionally, obtaining reliable environmental and social data across the full product and service life cycle can be complex, particularly where lower-tier suppliers lack transparency or reporting capabilities. Balancing cost competitiveness and value for money with environmental, social, and ethical considerations may also present commercial tensions, especially in inflationary or rapidly growing markets.

Scope	Decarbonisation lever	Actions	Challenges
Scope 3	Employee commuting	Our decarbonisation strategy for employee commuting focuses on improving data accuracy, optimising our office footprint, and promoting lower-carbon travel behaviours. We will design and launch a dedicated employee commuting survey to better understand travel patterns and identify targeted reduction opportunities. Through the rollout of Office Flex, we will track actual office attendance and contractual arrangements to enhance the precision of commuting emissions data, moving away from estimates based solely on office capacity. In parallel, our office consolidation programme will reduce the number of occupied sites and maximise space utilisation, thereby lowering overall commuting demand. When securing new office locations, we will prioritise proximity to public transport to support sustainable travel choices. We will also actively encourage behavioural change initiatives such as cycle-to-work schemes, car sharing, and the transition to electric vehicles, supporting employees in reducing the carbon impact of their daily commute.	The main challenges in reducing emissions from employee commuting relate to data reliability, behavioural change, and structural constraints. While the rollout of Office Flex and a dedicated commuting survey will improve data granularity, commuting patterns can vary significantly by region, role, and season, making consistent and accurate measurement complex. Influencing employee travel behaviour also presents limitations, as commuting choices are often driven by personal circumstances such as residential location, caregiving responsibilities, cost considerations, and local infrastructure availability. Access to reliable public transport or EV charging infrastructure differs across regions, potentially restricting low-carbon alternatives. Office consolidation and relocation decisions must balance corporate sustainability objectives with employee retention, collaboration needs, and business continuity, and may initially face resistance if perceived as reducing flexibility. Finally, as commuting emissions fall within Scope 3, they remain partially outside direct organisational control, requiring sustained engagement, incentives, and cultural alignment to deliver meaningful and lasting reductions.



Other carbon removal actions

To address remaining emissions sources, Access will seek to support nature-based carbon removal solutions in the environments in which it operates.

Our nature-based carbon removal solutions are expected to support reforesting land, improving biodiversity and the resilience of ecosystems, making communities more sustainable and helping create a greener future while reducing the greenhouse gas emissions from the atmosphere. In FY25 we had nature-based carbon removal initiatives and actions across Romania, Malaysia, the United Kingdom, and New Zealand.

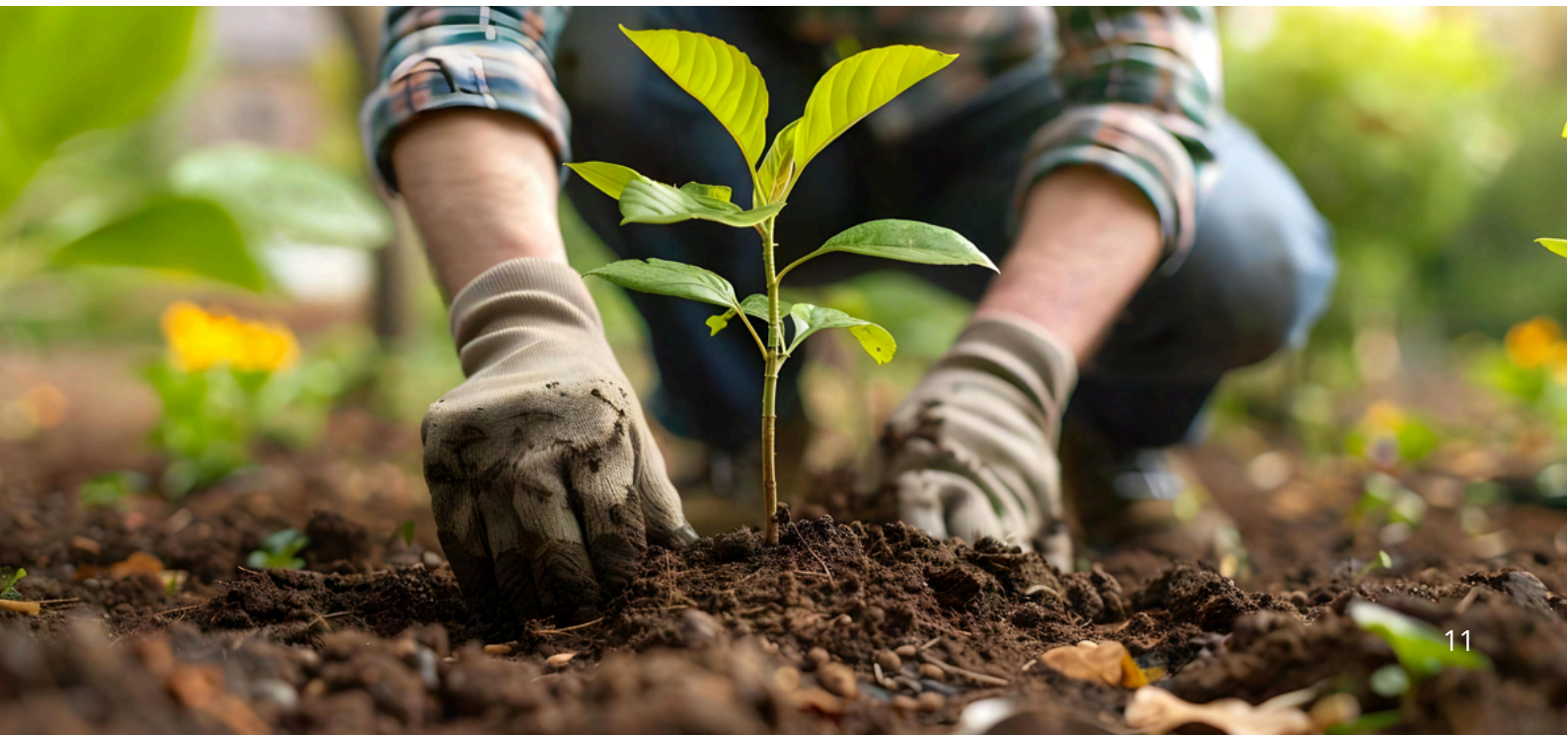
As we look towards 2050, Access remains steadfast in our commitment to achieving net zero in line with the SBTi and our goals. Our vision for the coming decades is rooted in responsible action, long-term investment, and a shared belief that businesses can play a transformative role in addressing the climate crisis.

In the years ahead, we will continue to expand our nature-based carbon removal portfolio across the regions where we operate. Building on our existing work, we aim to further scale projects that restore forests, strengthen biodiversity, and improve ecosystem resilience. These initiatives will contribute to removing greenhouse gases from the atmosphere, and will also support healthier, more sustainable communities for generations to come.

Our future plans will deepen our commitment to hands-on environmental stewardship. We intend to broaden our global volunteering programmes, enhancing community clean-ups, tree-planting activities, and the development of green spaces in partnership with schools and local organisations. We will continue empowering our people through awareness campaigns and sustainability programmes that encourage conscious choices in the workplace and beyond.

As we grow, we will uphold the universal principles of the United Nations Global Compact and remain aligned with the SDGs. With support from The Access Foundation, we will seek new opportunities to drive meaningful progress across key SDGs, from improving wellbeing and reducing inequalities to protecting life below water and strengthening institutions.

Our journey to net zero is a long-term commitment that we will pursue with determination, transparency, and a clear sense of purpose. Together with our employees, partners, and communities, we will continue taking action today to build a greener and more resilient tomorrow.



Section 3

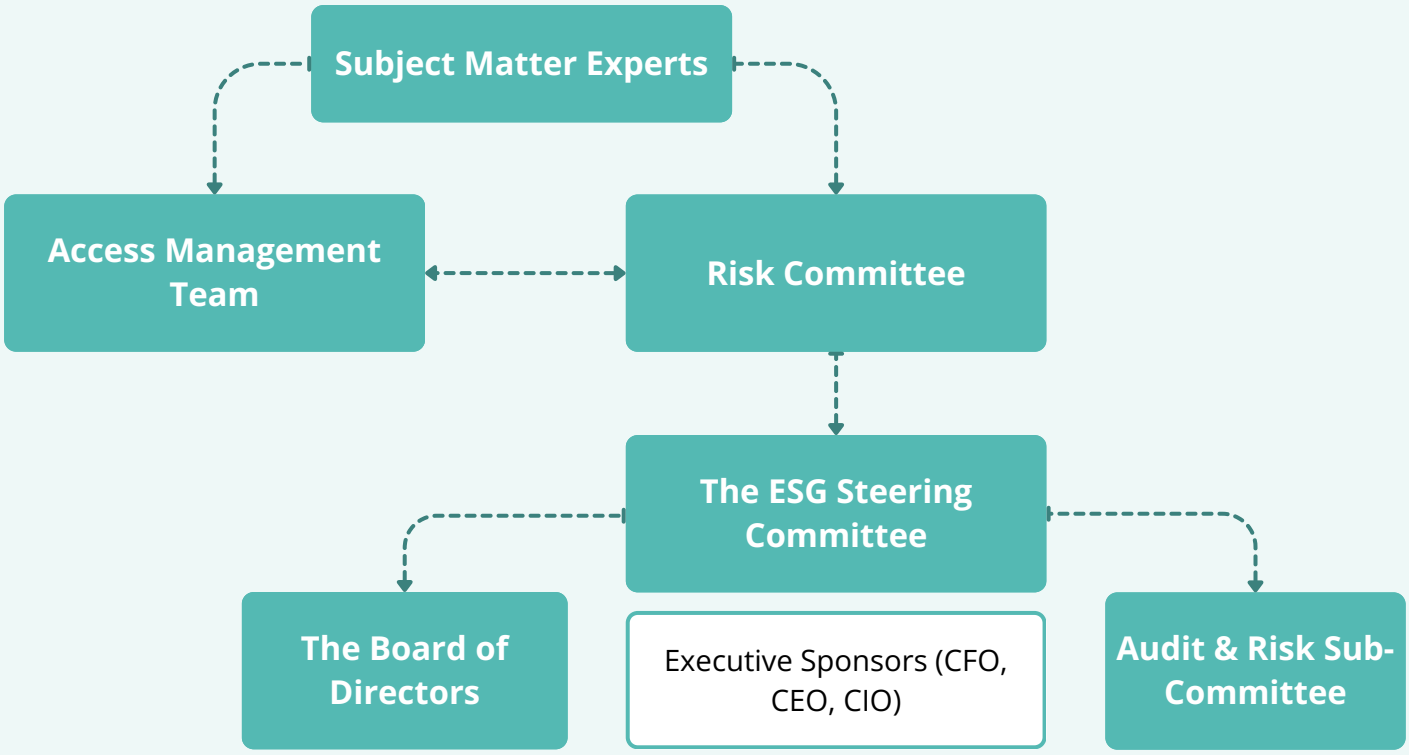
Governance and risk management

Governance

As a private company, Access looks to apply the principles of the Wates Corporate Governance Principles for Large Private Companies, as appropriate. The principles and disclosures laid out by the Wates Corporate Governance Principles provide a framework to ensure we have the appropriate governance arrangements in place.

The Board oversees climate-related risks that may materially and adversely impact the Group's ability to achieve its strategic objectives, financial position, operational performance, and transition goals. This oversight is conducted quarterly through the Audit & Risk Sub-Committee. The Board is supported by senior management, who play an integral role in risk management and provide regular updates. Risks are assessed and categorised based on their likelihood and potential impact on the Group.

Climate-related risks are identified through horizon-scanning sessions involving subject matter experts and the Access Management Team. These risks are presented by the Director of Sustainability to the Risk Committee. Following review, they are escalated to the ESG Steering Committee and subsequently to the Audit & Risk Sub-Committee for further oversight and consideration.



The Board has direct oversight of climate-related issues and risks and it agrees upon our position and commitments on climate change and transition plan.

To support transparent governance, we produce a quarterly ESG scorecard that includes details about our performances in terms of environmental and social pillars. The scorecard is updated and presented quarterly to the Audit & Risk Sub-Committee and published internally on our Corporate Sustainability Hub, to help inform, benchmark progress, and track new initiatives.

Risk management

Identifying and managing risks is central to protecting our business, our people, and our communities, and to ensuring we achieve our climate transition goals.

The Group categorises risks according to the likelihood of occurrence and the potential impact on the Group. The Risk Committee and the Access Management Team assist the Chief Financial Officer with the identification of risks through horizon-scanning sessions. Potential risks related to existing and future regulation, reputation and markets, potential financial impacts, and physical climate change are all considered carefully.

Once identified, risks are prioritised using a risk matrix approach which assesses the potential impact on the Group and the likelihood of occurrence. Risks are assessed over the short-, medium-, and long-term on both a gross basis and net basis.

A formal risk assessment is conducted annually to identify and prioritise the Group's principal risks using the established likelihood-versus-impact risk matrix. Appropriate mitigation actions are also defined during this process. The Risk Committee presents these risks and recommended actions to the Chief Executive Officer, the Access Management Team, and the Board, helping to shape overall business strategy.

The Group continually monitors emerging regulatory requirements, ensures compliance with reporting obligations, and annually benchmarks its performance against climate and sustainability targets.
The Board maintains direct oversight of climate-related risks and opportunities and is responsible for setting the organisation's climate position and commitments.

In our efforts to address climate-related risks and capitalise on opportunities, we conduct regular assessments of climate scenarios, aligning with the recommendations outlined by the Task Force on Climate-related Financial Disclosures (TCFD).

Climate-related risks are identified through horizon-scanning sessions including subject matter experts and the Access Management Team. These are tabled by the Director of Sustainability at the Risk Committee. Following review by the Risk Committee, climate-related risks are tabled at the ESG Steering Committee and the Audit & Risk Sub-Committee. Potential risks related to existing and future regulation, reputation and markets, potential financial impacts, and physical climate change are all considered carefully.

The analysis of climate-related risks is integrated into our company risk mapping process. As part of its overall risk-management strategy, Access has identified a number of climate-related risks and opportunities that have been categorised into physical and transition risks.

Risk/ opportunity category	Risk/opportunity description	Timeframe	Our response
Physical risks	Business disruptions	Medium/long	Ensure business continuity measures are in place, ensure that our workforce is equipped for work remotely. Continuing to identify key services which could be affected and relocate them, if necessary.
	Increased energy costs	Short/long	Target and achieve energy reductions across our operations and continue switching to renewable energy globally.
Transition risks	Market and reputation risks – Demands for effective sustainability management	Medium/long	Continue measuring global emissions, committing to SBTi-aligned near-term targets, and aiming for net zero by 2050, which supports our reputation. Strong climate performance helps attract investors, customers, and talent, while failure to progress could harm growth. By advancing environmental initiatives and demonstrating real progress, Access can enhance its reputation and appeal to new customers and younger talent.
	Policy and legal risks – non-compliance with regulation	Short/long	Compliance with climate-change regulations such as the Australian climate disclosure requirements (AASB S2) and UK climate disclosure requirements (SECR and UK SRS), will enable Access to identify and review energy and carbon saving opportunities regularly.
	Policy risk – increased energy costs	Short/long	Actively monitoring our energy consumption using a carbon emissions tracking platform.
	Technology risk – Substitution of existing products and services with lower emissions options	Short/long	Continue to move our servers to major cloud providers, optimise AI-related systems to cut energy use, and continue to assess supplier transition plans and new technologies.
	Energy efficiency opportunity	Short/long	Realise energy saving by allocating personnel resources to manage climate change strategies and identify further opportunities.
	Market and reputation opportunity – Aligning to customer priorities and market expectations	Short/long	Allocate resources to managing climate impact strategies and increasing transparency through verification of emissions and other sustainability metrics.
	Technology opportunity – Use and development of low-emissions products and services	Short/long	Continue to invest in R&D that will enable the production of energy-efficient AI-based technology and products.

Scenario analysis

Access uses three scenario analyses based on Representative Concentration Pathways (RCPs) to evaluate climate-related risks and opportunities across the short, medium, and long term. These are then prioritised using the previously described risk matrix.

The scenario analysis was completed in May 2025. The climate scenarios we used are the following:

a) Low emissions scenario RCP 2.6

A predicted global temperature increase of between 1.5°C and 1.7°C by 2100, compared with pre-industrial levels. This would bring the world in line with the Paris Agreement goal of 1.5°C. This is commonly referred to as the best-case and most ambitious scenario. This represents immediate coordinated global efforts to curb emissions, aiming to limit warming to 1.5°C by 2100.

b) Intermediate emissions scenario RCP 4.5

This scenario assumes reliance on existing or currently planned policies and emission trends. A predicted temperature increase of 2°C to 3°C by 2100 compared with the pre-industrial levels. This would exceed the Paris Agreement of 1.5°C and presents a significant probability of occurrence taking into consideration the current existing trends and developments.

c) High emissions scenario RCP 8.5

A global temperature increase of between 3.2°C and 5.4°C, where carbon emissions continue growing unmitigated with little or no measures taken. With no mitigation, this is considered the worst-case scenario at the moment.

We have included the RCP 6.0 scenario in our consideration of different climate-related scenarios in order to align with the requirements of the Australian climate disclosure requirements (AASB S2).

The assessment took into consideration the locations of our offices and supply chain due to our reliance on our people, and third-party providers, to conduct our business and deliver our services.

Over time, as global trends develop, any additional significant risks and opportunities that are identified will be incorporated into our scenario planning.

Risk planning

Climate-related risks are identified through horizon-scanning sessions with subject matter experts and the Access Management Team, and are reported by the Director of Sustainability to the Risk Committee. After review, these risks are further considered by the ESG Steering Committee and the Audit & Risk Sub-Committee.

Once identified, risks are prioritised using a risk matrix that evaluates their potential impact on the Group and likelihood of occurrence. Each risk is assessed over the short, medium, and long term on both a gross basis (without existing mitigations) and a net basis (with mitigations).

An annual formal risk assessment uses this matrix to identify principal risks and determine potential actions. These risks and actions are then presented to the CFO, the Access Management Team, the Audit and Risk Committee, and the Board, informing business strategy. Access also continuously monitors emerging regulations, meets reporting requirements, benchmarks climate and sustainability performance each year, and develops targeted carbon-reduction action plans.

Potential risks related to existing and future regulation, reputation and markets, potential financial impacts, and physical climate change are all considered carefully.

As part of our broader sustainability strategy, we will continue to review and develop opportunities to further educate employees about climate change and its implications for Access. Strengthening climate awareness across the organisation is an important step in building resilience and embedding sustainability into everyday work.

Drawing on insights from our climate-scenario analyses, our education programme will help employees understand how climate risks and opportunities relate to their roles. This will support them in integrating climate considerations into day-to-day decision-making, operational planning, and wider risk-management activities.

Section 4

Metrics, monitoring and reporting

Access uses two metrics to assess its carbon emissions and measure its climate change impact: absolute Scope 1 and 2 emissions, and Scope 3 economic emissions as a function of gross profit (£m) and full-time equivalent employees (FTE).

Access has committed to setting near-term science-based targets and is currently preparing its submission for validation by the SBTi. In the interim, to express our annual emissions in relation to a quantifiable factor associated with our operational activities, we have used "annual gross profit" in our intensity ratio calculation as this is the most relevant indication of our growth and provides for a good comparative measure over time and it is aligned with science-based targets. We have also used "headcount" as a measure due to our acquisitional nature.

The Group has begun reducing emissions by phasing in renewable energy for electricity usage and will deploy vendor engagement programmes across procurement with the introduction of a sustainable procurement policy and system to monitor progress annually. Currently 11% of Scope 3 emissions come from suppliers with science-based targets.

Global Intensity Ratio	**FY23**	**FY24**	**FY25**
Gross (tCO_2e) per headcount			
Scope 1	0.16	0.08	0.06
Scope 2	1.23	0.23	0.12
Scope 3	4.99	6.41	5.79
Gross (tCO_2e) per £ million of revenue*			
Scope 1	1.08	0.54	0.43
Scope 2	8.49	1.56	0.80
Scope 3	34.5	44.0	39.7

*the revenue intensity ratios have been restated using market-based emissions for financial years

Scope 1, Scope 2, and Scope 3 greenhouse gas emissions have been calculated using the GHG Protocol methodology.

Scope 3 emissions include the following categories:

- Category 1 (purchased goods and services)
- Category 2 (capital goods)
- Category 3 (fuel and energy related activities)
- Category 5 (waste generated in operations)
- Category 6 (business travel)
- Category 7 (employee commuting)
- Category 8 (upstream leased assets)
- Category 14 (franchises)

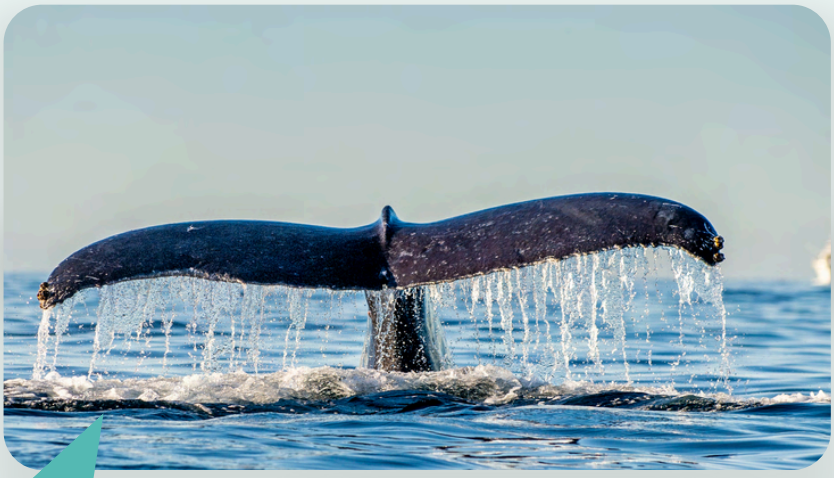
Categories 3.11 (use of sold products) and 3.12 (end-of-life treatment of sold products) have not been measured as we do not believe they are material however, going forward it is something we will continue to track and evaluate.

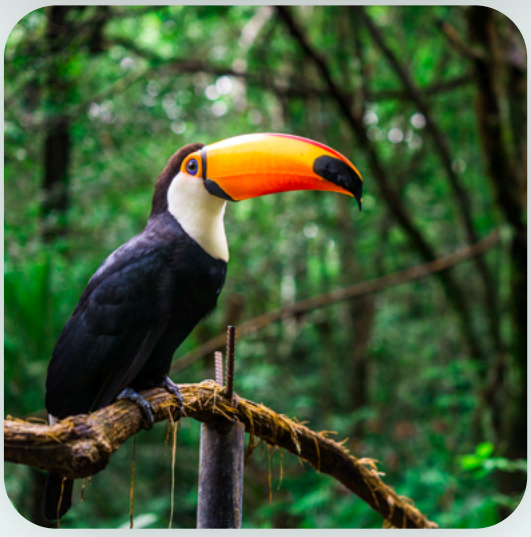
Reporting

Access complies with the Companies Act 2006 as amended by the Companies (Strategic Report) (Climate-related Financial Disclosure) Regulations 2022. We have sought to make additional disclosures informed by the Task Force on Climate-related Financial Disclosures and by Australian climate disclosure requirements.

Access continuously tracks emerging regulatory changes, meets all reporting obligations, benchmarks its climate and sustainability performance each year, and develops targeted action plans to reduce carbon emissions. For us, transparency represents a key asset that drives our business culture, disclosures, and reporting standards.

We are committed to strengthening our reporting practices and enhancing collaboration with regulatory bodies. This includes improving the clarity, accuracy, and timeliness of our disclosures, as well as engaging proactively with regulators to ensure full compliance and transparency. By fostering open communication and maintaining strong, constructive relationships with all relevant authorities, we aim to support effective oversight, build trust, and reinforce our reputation as a responsible and accountable organisation.





Section 5

Financial and capital allocation

Integrating sustainability in business and financial planning

Access recognises that achieving our climate transition ambitions requires embedding corporate sustainability objectives directly into our financial and business planning processes. In our FY25 business planning cycle, we refined our approach to ensure that our climate, environmental, and social strategy is appropriately translated into operational and capital expenditure plans.

As a rapidly growing organisation with significant acquisitional activity, completing ten acquisitions during FY25 across six divisions, we understand that sustainable growth demands a clear alignment between our financial strategy and our climate commitments. Our business planning exercise sets out three-year forward-looking actions to deliver our sustainability strategy while maintaining profitability and shareholder value.

We seek to continually improve alignment between our financial and sustainability business planning processes. As part of our business planning process, we also perform qualitative climate scenario analyses to stress test the resilience of our strategy against different scenarios and time horizons. We identify risks and opportunities arising from these different scenarios as well as the associated management actions to ensure our strategy is robust.

Financing our climate transition plan

At Access we seek to address how we plan to resource the planned actions in terms of operational, capital expenditure, and headcount. This is to ensure any shortfalls are captured and all costs that support our corporate sustainability ambition over the subsequent three-year period are incorporated into our financial planning.

As part of our business planning process, we assess any potential link between the actions we are taking and our commercial performance, including supporting investment performance and attracting additional customers, particularly in the context of growing corporate sustainability awareness among our enterprise and mid-market customer base.

For some of the actions outlined in our Climate Transition Plan, it is not possible currently to quantitatively disaggregate and identify the anticipated financial impacts separately from those within the wider financial planning process. However, we have identified the following areas where we believe there is a clear link to commercial performance and operational efficiency.

Current financial impact assessment

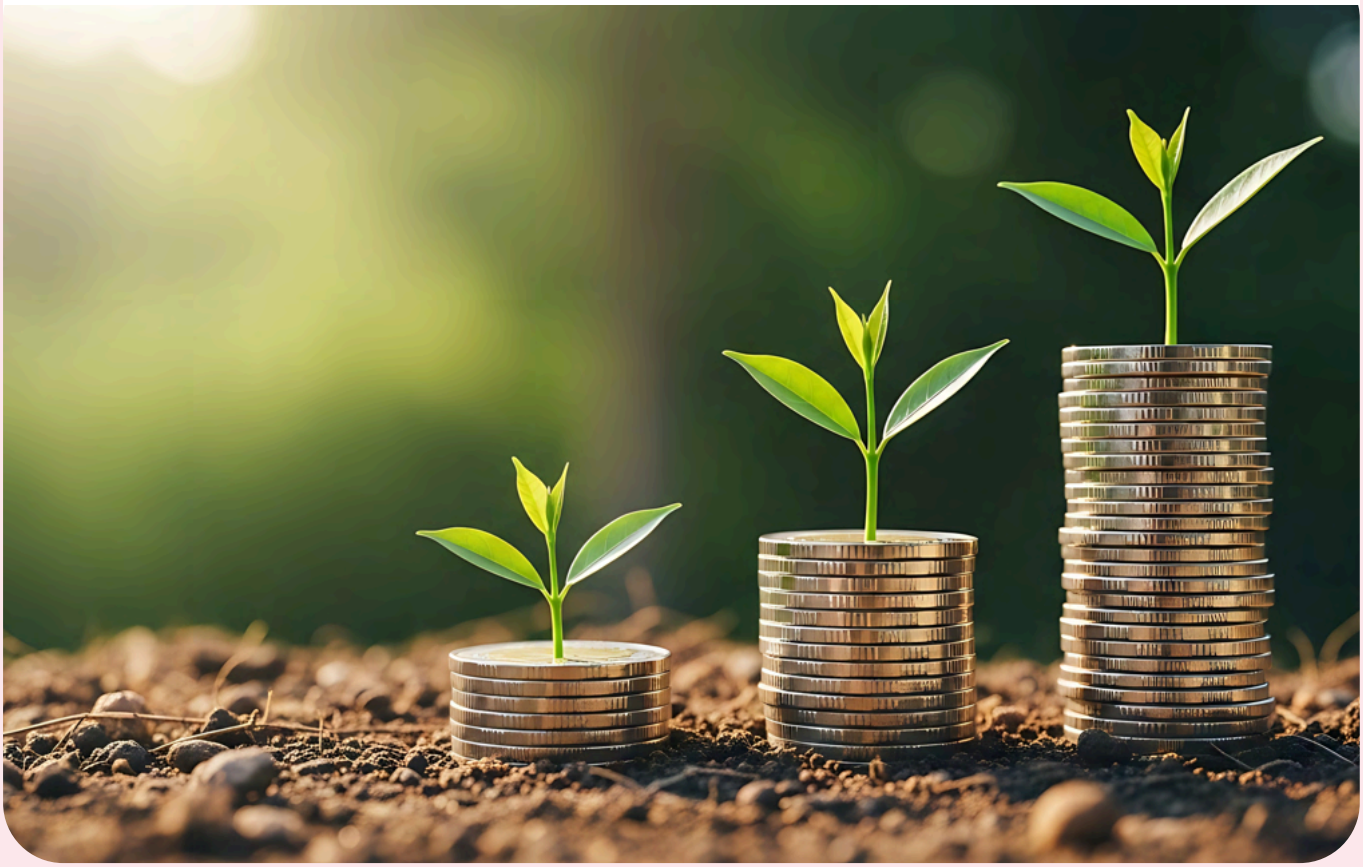
Access has begun assessing the financial implications of our climate transition strategy. As a UK-headquartered business software provider with global operations and offices in 15 countries and over 9,000 employees, our emissions profile is predominantly driven by Scope 3 activities, which in FY25 represented 97% of our total carbon emissions. Our current transition costs relate to several key areas:

- Energy efficiency improvements in our global real estate through our energy performance site selection programme
- Fleet electrification costs associated with transitioning leased vehicles to electric models
- Renewable energy procurement and integration across multiple regional offices
- Sustainable procurement system implementation to monitor supplier emissions progress
- Technology and data infrastructure investments to track Scope 1, Scope 2, and Scope 3 emissions comprehensively

A significant part of our Scope 3 emissions come from our suppliers and supply chain. Our financial planning for this category includes investment in:

- Vendor engagement programmes across procurement with introduction of a sustainable procurement policy
- Systems to monitor progress annually against ESG metrics
- Collaborative initiatives to support supplier decarbonisation
- Training and capability-building for our procurement teams on corporate sustainability criteria

These investments are expected to reduce our overall Scope 3 emissions intensity by improving supplier performance whilst potentially unlocking cost savings through more efficient supply chain operations and reduced logistical carbon footprint.



Capital allocation and funding strategy

Our financial planning process incorporates climate-related risk assessment to ensure business resilience. Key risks we monitor include:

- Physical climate risks: potential impacts of extreme weather events on our office locations and supply chain continuity, with particular focus on our geographically distributed operations
- Transition risks: regulatory, technology, and market risks associated with the transition to a low-carbon economy, including evolving ESG reporting requirements (ISSB, CSRD, etc.) and customer expectations

Our annual risk review process assesses these factors across short-, medium-, and long-term horizons on both gross and net (after mitigation) bases. This informs our financial planning and capital expenditure decisions.

Access has identified the following priority investment areas that balance climate impact with financial viability where market allows:

Investment Area	Timeline	Expected Outcome	Financial Impact
Net Zero Buildings	2024-2034	30-40% energy reduction	Significant OpEx savings
Fleet Electrification	2024-2028	100% electric vehicles for new leases	Fuel cost reduction
Renewable Energy	2024-2034	Increase renewable electricity %	Energy cost stability
Sustainable Procurement	2024 onwards	Supplier decarbonisation	Supply chain resilience
Emissions Monitoring Systems	2024-2027	Real-time tracking capability	Improved data for decisions

Access recognises that optimal integration of financial and corporate sustainability planning is an evolving process. We will continue to:

- Enhance our ability to quantify and identify financial impacts of specific corporate sustainability actions separately
- Develop more sophisticated internal carbon pricing and cost-of-capital adjustments for transition investments
- Expand our climate scenario analysis to include more granular financial modelling
- Increase disclosure of financial metrics linked to climate and corporate sustainability performance
- Strengthen alignment between our capital allocation framework and SBTi-validated targets
- Foster greater collaboration between our Finance, Facilities, Operations, and Corporate Sustainability functions
- Support nature-based carbon removal

Section 6

Implementation roadmap

Our implementation roadmap translates our SBTi-aligned commitments into a phased and measurable programme of action. Structured across short-term (FY26–FY27), medium-term (FY28–FY30), and long-term (FY31–FY34) milestones, the roadmap aligns with our FY24 baseline and FY34 near-term target expiry date. It supports our commitment to reduce absolute Scope 1 and 2 emissions by 58.8% and Scope 3 emissions intensity by 63.8% per £m gross profit by FY34, positioning the Group on a credible pathway towards net zero by 2050.

Short-term implementation (FY26-FY27)

During the short-term phase, our focus will be on strengthening governance, improving emissions data quality, and accelerating operational decarbonisation initiatives already underway. We have submitted our near-term targets for validation to the SBTi and will formally embed approved targets into internal governance frameworks. Climate-related KPIs will be integrated into quarterly ESG scorecard reporting to the ESG Steering Committee and the Audit & Risk Sub-Committee, ensuring enhanced oversight and accountability. Financial planning processes will be progressively aligned with transition priorities, supporting disciplined capital allocation towards decarbonisation initiatives.

Operationally, we will continue the phased electrification of our leased vehicle fleet as contracts reach renewal, expanding green travel policies across regions and newly acquired businesses. In Scope 2, we will aim to increase renewable electricity coverage beyond the current 64% of our office footprint while maintaining 100% renewable electricity across our data centres. Given our predominantly leased property model, landlord engagement will remain a key lever, alongside energy-efficiency improvements such as LED lighting upgrades, motion sensors, and further office consolidation to reduce overall energy demand.

Within Scope 3, priority actions will include discontinuing large annual social events, with associated emissions reductions becoming visible from FY26 onward. We will complete the global rollout of Workday integration, transitioning from spend-based to activity-based reporting to enhance data granularity and accuracy. A dedicated employee commuting survey will be launched, supported by Office Flex attendance tracking to improve commuting emissions estimates. At the same time, we will expand implementation of our sustainable procurement policy and initiate a structured supplier engagement programme, increasing the proportion of suppliers with science-based targets beyond the current 11%. Nature-based carbon removal initiatives will continue across key operating regions, complemented by expanded employee volunteering and environmental awareness activities aligned with global sustainability principles. By the end of FY27, we expect to experience reductions in market-based Scope 1 and 2 emissions, and significantly strengthened Scope 3 data reliability.

Medium-term implementation (FY28-FY30)

The medium-term phase will focus on scaling our principal decarbonisation levers, embedding climate considerations systematically into acquisitions and procurement processes, and delivering structural Scope 3 reductions. Renewable electricity coverage across our global office portfolio will be expanded towards near-full coverage, subject to market availability and contractual feasibility. Energy performance criteria will be systematically integrated into new lease agreements and acquisition due diligence processes. By this stage, the majority of our corporate fleet is expected to be fully electric, supported by mature regional green travel frameworks. Where commercially viable, deeper energy-efficiency retrofits will be undertaken to further reduce operational consumption.

Scope 3 emissions will be addressed through strengthened supplier engagement, including enhanced due diligence, climate-related contractual expectations, and performance tracking. We will seek to materially increase the percentage of Scope 3 emissions covered by suppliers with science-based targets, embedding climate criteria into procurement decision-making. Business travel emissions will be reduced through reinforced travel policy compliance and expanded use of digital collaboration tools, while continued optimisation of our office footprint will help moderate commuting-related emissions.

During this period, our emissions reporting systems will reach full maturity, with globally integrated activity-based data across acquired entities. Scenario analysis capabilities will be enhanced, drawing on updated climate pathways and regulatory expectations to inform strategic planning. Climate performance indicators will increasingly inform business performance reviews and investment decisions. By FY30, we expect to demonstrate consistent year-on-year emissions reductions aligned with the linear SBTi decarbonisation trajectory, representing clear progress towards our FY34 target.

Long-term implementation (FY31-FY34)

The long-term phase is centred on consolidating progress, driving innovation, and delivering our FY34 near-term science-based targets. By FY34, we aim to achieve a 58.8% absolute reduction in Scope 1 and 2 emissions from the FY24 baseline and a 63.8% reduction in Scope 3 emissions intensity per £m gross profit. Boundary coverage requirements will be maintained, ensuring that at least 95% of Scope 1 and 2 emissions and the required Scope 3 threshold remain within target scope.

Supply chain transformation will be a defining feature of this period. The majority of strategic suppliers will be expected to have adopted science-based targets or equivalent decarbonisation commitments, with climate performance embedded as a standard evaluation criterion in supplier selection and contract renewal processes. Lifecycle emissions reductions across purchased goods and services and capital goods categories will become increasingly measurable and embedded within procurement governance.

We will continue investing in energy-efficient AI and digital infrastructure, assessing emerging low-carbon technologies to reduce both operational and upstream emissions. Long-term renewable electricity procurement mechanisms will be secured where feasible, ensuring continued 100% renewable sourcing for data centres and maximum achievable renewable coverage across offices.

High-integrity nature-based carbon removal initiatives will be scaled responsibly to address residual emissions that cannot be eliminated through direct reduction measures. These removals will complement, not replace, ongoing decarbonisation efforts. Climate risk considerations will be fully integrated into enterprise risk management, capital allocation, and long-term strategy, supported by updated scenario analyses to inform post-FY34 target setting.

By FY34, Access will have delivered its validated near-term targets and established a robust, transparent, and science-aligned platform to progress towards its 2050 net zero ambition.

Section 7

Forward-looking statement

This Climate Transition Plan contains forward-looking statements regarding Access' future strategy, emissions reduction targets, operational initiatives, and long-term climate ambitions, including our commitment to achieve net zero by 2050 and to deliver near-term targets aligned with the SBTi. These statements reflect current expectations, assumptions, and projections about future events and trends that may affect our business, financial performance, operational results, and sustainability outcomes. Forward-looking statements are inherently subject to risks, uncertainties, and factors that may cause actual results to differ materially from those expressed or implied.

Statement on assumptions and uncertainties

The achievement of our climate targets is based on a number of key assumptions, including the continued availability and affordability of renewable electricity across the markets in which we operate; the successful electrification of our vehicle fleet in line with lease renewal cycles; the integration of acquisitions without significant structural emissions increases; improvements in emissions data quality through systems integration; and sustained engagement from employees, suppliers, landlords, and business partners.

Our Scope 3 reduction pathway, in particular, depends on factors that are partially outside our direct operational control. These include supplier decarbonisation progress, the pace of technological innovation, market adoption of low-carbon solutions, employee commuting behaviours, and global travel patterns. Economic conditions, energy price volatility, geopolitical developments, supply chain disruptions, and inflationary pressures may also affect the cost and feasibility of implementing certain initiatives. Furthermore, improvements in emissions data accuracy and methodological updates under the GHG Protocol may lead to recalculations or restatements of previously reported emissions, including potential base year adjustments where required.

While we have developed our targets in line with established climate science and best practice methodologies, there can be no assurance that all underlying assumptions will materialise as expected. As a result, timelines, interim milestones, and projected outcomes may evolve over time.

Regulatory evolution considerations

Climate-related regulation and disclosure requirements continue to develop across multiple jurisdictions. Our reporting currently aligns with applicable frameworks, including the Companies Act 2006 (as amended by the Companies (Strategic Report) (Climate-related Financial Disclosure) Regulations 2022), SECR requirements, and guidance informed by the recommendations of the Task Force on Climate-related Financial Disclosures. We also monitor evolving international standards, including developments associated with the International Sustainability Standards Board (ISSB) and regional regulatory reforms in jurisdictions where we operate.

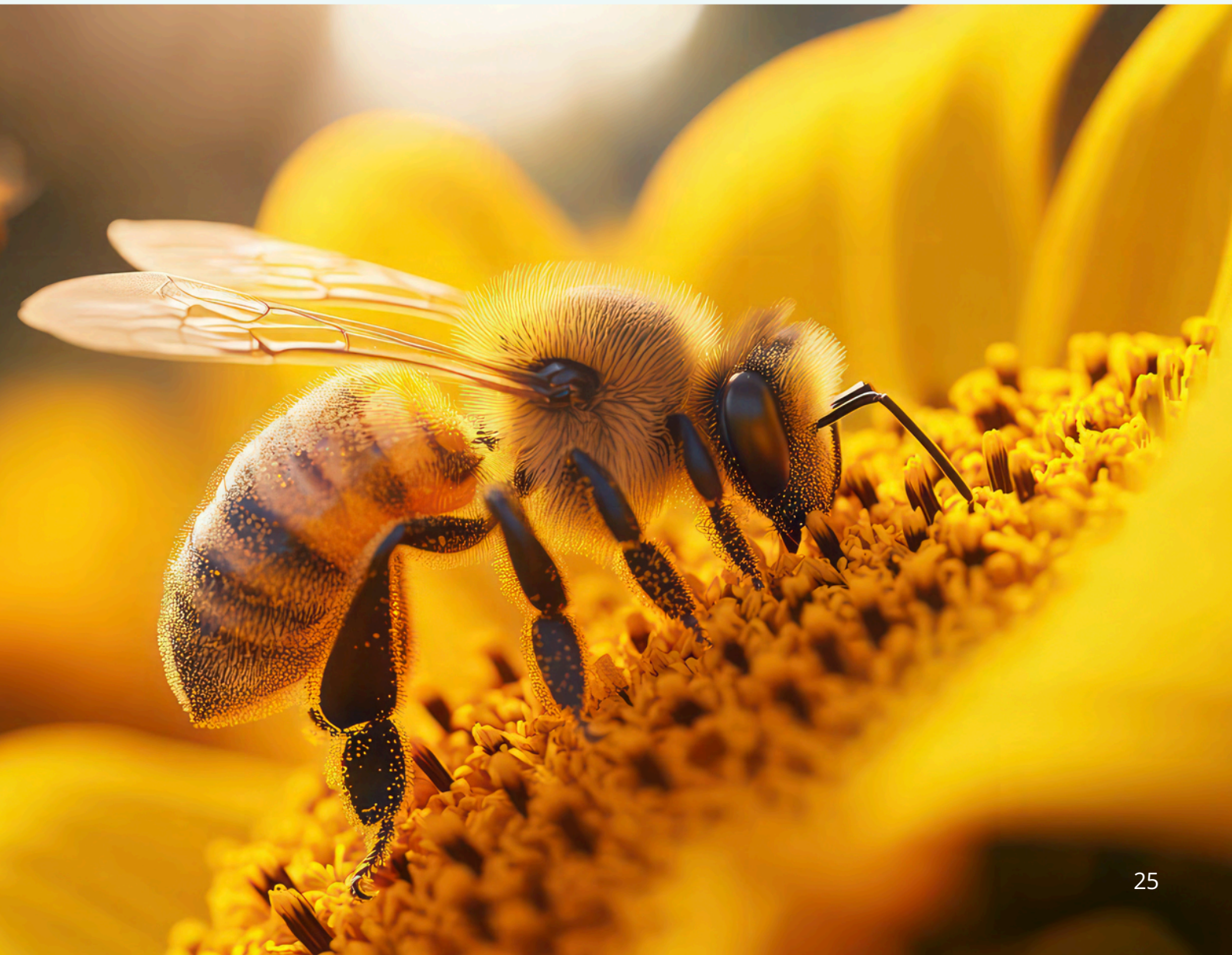
Future legislative or regulatory changes may introduce new disclosure obligations, methodological requirements, carbon pricing mechanisms, or compliance thresholds that could affect our reporting approach, operational strategy, cost base, or capital allocation priorities. Regulatory changes may also necessitate adjustments to our transition plan, target boundaries, or performance metrics. We remain committed to proactive monitoring of regulatory developments and to adapting our governance and reporting frameworks accordingly; however, the pace and direction of regulatory evolution remain uncertain and outside our direct control.

Climate scenario dependency disclosures

Our climate risk assessment and strategic planning are informed by scenario analysis based on Representative Concentration Pathways (RCPs), including low-, intermediate-, and high-emissions scenarios (RCP 2.6, RCP 4.5, RCP 6.0, and RCP 8.5). These scenarios are not forecasts but structured analytical tools designed to assess potential exposure to physical and transition risks under differing global warming trajectories. The outcomes of these scenarios depend on a wide range of external variables, including global policy ambition, technological advancement, market behaviour, and societal responses to climate change.

The resilience of our transition plan is therefore linked to assumptions about the pace of global decarbonisation, energy system transformation, and supply chain adaptation. Under more ambitious global transition scenarios, policy and market shifts may accelerate decarbonisation opportunities while increasing short-term compliance and transition costs. Under higher-emissions scenarios, physical climate risks such as extreme weather events, supply chain disruption, and energy market volatility may intensify. Actual future conditions may differ from any single scenario considered.

Accordingly, this Climate Transition Plan should be read as a dynamic framework rather than a fixed commitment document. We will periodically review and update our targets, assumptions, and risk assessments to reflect evolving scientific guidance, regulatory developments, technological innovation, and business growth.



For our FY25 Corporate Sustainability Report please visit link

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