



## Perennial Newco 2 Limited – mid-year update for the six months ended 31 October 2023

IRIS' purpose is to be the most trusted provider of mission-critical software and services, ensuring customers get it right first time, every time. During the first six months of the financial year, the IRIS Group ("Group") has continued to deliver against its strategic objectives, including expansion in North America and growth of our managed services and cloud revenue.

The key highlights of the first six months include:

- Reported results for the first half of the year showing strong continued EBITDA growth compared to the same period in the prior year
- Alongside continued integration of the four acquisitions completed in FY23 (Paycheck Plus, myPay, Networkx and Apex HCM), completed the acquisition of Bridgehead (Harper Morris Payroll), a UK payroll bureau business which will be integrated into the wider IRIS Managed Service offering
- IRIS has also received recognition through the following accolades:
  - IRIS Education named a finalist in the "Best established EdTech company" category at this year's Global EdTech Awards
  - IRIS Elements won the prestigious Computing Cloud Excellence "Cloud Vendor of the Year" Award
  - Certified as a Great Place to Work™ in the UK for the fourth year running, as well as being accredited for the first time in US, Canada and India
  - Certified as a UK Best Workplace to Work for Women 2023, for the third year running, ranking 30 out of 55 in the Super Large Category
  - Recognised by The Times, in its 'Top 50 Employers for Gender Equality 2023' list
  - Won the "Best Integration of Wellbeing and EDI" at the Make A Difference Awards 2023

Subsequent to 31 October 2023, the following key events have taken place:

- Completed five acquisitions. Two UK- based business acquisitions completed during November 2023 and three US acquisitions completed in the US during December 2023 and January 2024
- On 23 December 2023, IRIS announced it had secured major US investment from Leonard Green & Partners. The new US-based investment will support IRIS as the business continues to scale in North America, executing its long-term strategy with strong executive leadership and an exceptional track record. Leonard Green & Partners, L.P. (LGP) will take a co-controlling stake alongside Hg, who is re-investing in the business, acknowledging Hg's strong 20-year relationship and experience working with the IRIS team. ICG will remain a minority shareholder. The closing of the transaction is expected during 2024, following customary regulatory clearances

- In November 2023, IRIS' CEO, Elona Mortimer-Zhika, won "Tech CEO of the Year" at this year's UK Tech Awards. In the same month, IRIS also won:
  - "Cloud Innovation of the Year" at the UK IT Industry Awards 2023;
  - The "Global Payroll" award at The Rewards 2023; and
  - The "Workplace Culture (Larger Employer)" award Personnel Today Awards 2023
  
- Additionally, IRIS received the following accolades:
  - Certified as one of the UK's Best Workplaces in Tech 2023
  - Certified Great Place to Work in Ireland 2023
  - Named as a top 100 British business which is empowering organisations with the knowledge, connectivity and tools they need to grow successfully by The Independent, in partnership with E2E