



Elements Topco Limited – mid-year update for the six months ended 31 October 2025

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 2025 financial year, the IRIS Group ("Group") continued to execute on its strategy, with progress on M&A integration (including Dext) and continued expansion of the HCM platform following the Swipeclock acquisition, alongside ongoing cloud migration and operational initiatives.

Key highlights for the first six months

- Reported results for the first half of the year showing stable EBITDA compared to the same period in the prior year reflecting investments made to support growth, M&A integrations and product migrations.*
- IRIS was certified as a Great Place to work for the 6th year in the UK, 3rd year in the Americas and 2nd year in Romania.*
- Customer Experience: Continued focus on improving retention and satisfaction, with global initiatives to streamline onboarding and enhance support responsiveness.*
- Innovation & AI: Accelerated rollout of AI across products and internal processes, driving efficiency and improving customer engagement.*



- *Product Development: Key enhancements delivered in core platforms, with progress on integration projects to strengthen cross-sell opportunities.*